

# NACTVET Newsletter

The National Council for Technical and Vocational Education and Training

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# A word from Executive Secretary

Dr. Adolf B. Rutayuga

Executive Secretary, NACTVET



Dear readers,

I am thrilled to present to you the latest edition of the NACTVET Newsletter, which provides a comprehensive overview of the changes happening in the Tanzania Technical and Vocational Education and Training (TVET) sector. As the Chief Editor of this newsletter, it gives me immense pleasure to present to you a diverse range of articles that cover critical topics such as the government's recent initiatives in revolutionising TVET to make it more responsive to the labour market, the need for linking TVET training with global drivers of change and business processes, and the urgent need for developing a robust TVET system that aligns with the needs of the current workforce.

In this rapidly changing world, TVET has become more crucial than ever

before. It plays a crucial role in providing skilled manpower that can drive economic growth and development. The articles presented in this newsletter will provide you with a deep understanding of initiatives currently undertaken in improving the TVET landscape in Tanzania.

We hope therefore, that this newsletter will serve as an essential resource for TVET practitioners, policymakers, and stakeholders. It is our goal to provide you with insights that can apprise and guide decision-making in the TVET sector. We welcome your feedback and suggestions, which will help us to continue to improve the quality and relevance of our content.

Thank you for your continued support.

Sincerely

Dr. Adolf B. Rutayuga



# Dr. Samia Suluhu Hassan illuminates NACTVET

*By Jeff Shellembe, Casiana Mwanyika and Dr. J.M. Oleke*

Leadership is a gift, as this adage it has been demonstrated by H.E. Dr. Samia Suluhu Hassan, the President of the United Republic of Tanzania, since her tenure of the Highest Office began in March 2021. In this, apparent short period, the President has not only led but also inspired Tanzanians to strive towards attaining their goals. Enshrined in Tanzania's Vision 2025, there are far great expectations in the quest to transform the economy of our country into a middle-income led by modern and highly productive economic activities by 2025.

The vision recognizes the importance of having a good education system in place that could produce knowledgeable and skilled labor to tackle development challenges. These expectations are also outlined in the Five-Year Development Plan III (FYDP III) for the period 2021/2022 - 2025/2026 – aiming at promoting industries for economic transformation and the development of the labor force.

Like other countries in the world, Tanzania faces a significant shortage of skilled workers in almost every sector. For example, in the health sector, it is reported that Tanzania faces a shortage of specialist anesthetists, with only 30 experts out of 2,000 required nationwide. In this context, Technical and Vocational Education and Training (TVET) is seen as the engine to drive significant social and economic changes in Tanzania.

TVET improvises positive hopes for a people with relevant skills and knowledge to enabling them to fully participate in social and economic processes through technological innovations, which are essential in propelling national development. Bridging the skills and expertise gap raised by employers, local and foreign investors, the bold leadership of H.E. President Dr. Samia Suluhu Hassan has sparked change in the technical and vocational education and training subsector. This responds to the quest to address the challenges of mismatch in skilled labour in the job market in the country.

From 2021 to 2026, the Government led by Her Excellency Dr. Samia Suluhu Hassan has been implementing the Third National Development Plan. This initiative is a



H.E. Dr. Samia Suluhu Hassan  
The President of the United Republic of Tanzania

continuation of the Government's efforts to achieve the National Development Vision 2025 goals set for improving the living conditions of all Tanzanians. Through this plan, the government aims at revolutionizing the economy to transform Tanzania into a middle-class economy by 2025. The education and training sector, in accordance with the National Development Vision 2025 and the long-term National Development Plan, aims to bring about rapid human resource development by preparing enough educated and more educated Tanzanians to make the nation more developed and competitive by 2025. To achieve this goal, the education and training system used in the country must provide adequate opportunities for people to educate themselves.

On 6 April 2021, while swearing in various leaders, H.E. Dr. Samia Suluhu Hassan issued instructions that the education curriculum should be significantly revised. The aim of the reform should be to make Tanzania's education more accessible and enable graduates acquire the skills that will make them to self-relieve and make the most use of the opportunities available in the country, especially to afford their daily life of self-employment or employment.

In response, the Ministry of Education, Science and Technology has embarked on reviewing the 2014 Education and Training Policy, Laws and Guidelines with the aim of reforming education in the country and equipping graduates with skills and knowledge. In addition, changes also aim at having an education system that enables graduates to be confident and become complete in both local and global environment and meet market demands.





# NACTVET orients newly appointed Subject Board Members

*By A.B. Rutayuga, Ms Casiana Mwanyika and Jeff Shellembi*

The National Council for Technical and Vocational Education and Training (NACTVET) recently held an orientation workshop for newly appointed members of the Subject Boards in Dar es Salaam on 12<sup>th</sup> April, 2023. The training aimed at equipping the new members with the necessary knowledge and understanding of laws, rules, regulations, and guidelines in overseeing and coordinating technical education and vocational training.

The Executive Secretary of NACTVET, commended the members who joined the three Subject Boards (Science Allied Technologies, Health and Allied Sciences, and Business, Tourism and Planning) after being appointed by

the NACTVET Governing Council. He echoed his anticipation in their readiness to discharge important duties and responsibilities in overseeing TVET institutions in accordance to the Council's mandates. He emphasized the importance of the Subject Boards and their responsibilities in ensuring that technical education and vocational training are aligned with the Council's objectives. Further, he underscored NACTVET's continued support in providing guidance with regard to Council's functions whenever necessary.

During the orientation, the new members were briefed on the duties of Directorates, Units and Sections

under NACTVET ambit. Presenters in respective areas had opportunity to clarify on issues related to their respective departments. The Subjects Boards Members were encouraged to observe laws and regulations when carrying out their duties. Overall, the orientation workshop was successful as it met the objectives of empowering the new members with necessary tools and knowledge on how to carry out their duties effectively. NACTVET remains committed to providing the necessary support to ensure that technical education and vocational training in Tanzania meets the highest standards.

# Tanzania is raising quality of education together with Itslearning and the Norwegian Government

By Dr. J.M Oleke and Dr. A.B. Rutayuga

*The National Council for Technical and Vocational Education and Training (NACTVET) in Tanzania has recently joined hands with Itslearning, a leading European learning platform. The purpose of the partnership is to enhance the quality of technical and vocational education and training, and significantly improve learning outcomes among students in the coming years. The initiative is funded by NORAD, the Norwegian Agency for Development Cooperation, in partnership with Innovation Norway, to help Tanzania address the need for a more skilled technical workforce and digital competence.*

## Investing for a highly skilled workforce

A highly skilled workforce is essential for developing industry and welfare in Tanzania. NACTVET aims to strive for world-class excellence in technical and vocational education and training to improve the quality of educational programs and meet the market demands. The partnership with Itslearning, a proven successful learning management platform, together with Nordic pedagogical expertise, will enable

NACTVET to achieve its goals.

As with many other countries, Tanzania faces a shortage of skilled workers in almost every sector. Therefore, it is crucial to invest in skills development programs to address these shortfalls for economic growth. Additionally, there is a need for skills development frameworks and educational tools that are transformative and inclusive.

## Vision 2030: Supporting the UN sustainable development goals

The initiative is funded as part of Vision 2030, a Norwegian Government program with the explicit purpose of scaling up innovative solutions that accelerate achievements of the UN sustainable development goals (SDGs) in education and health. The partnership between NACTVET and Itslearning can accelerate the building of a sustainable skilled labor workforce, which is a key element to achieving economic growth. The partnership is also expected to contribute to the development of products and



Photo: Tom Hansen



solutions that can meet local needs and be scaled-up globally.

Overall, the partnership between NACTVET and Itslearning, with the support of the Norwegian Government's Innovation Norway, is a significant step towards addressing the need for a more skilled technical

workforce and digital competence in Tanzania. It is expected to result in enhanced quality of technical and vocational education and training, better learning outcomes among students, and a sustainable skilled labor workforce that can contribute to the economic growth of the country.



### A study tour of the Nordic educational system

The implementation of this partnership began with the four Rectors from Tanzania's Technical and Vocational Education and Training (TVET) institutions, along with NACTVET staff led by Dr. Adolf Rutayuga, the Executive Secretary of NACTVET, embarking on a journey to Denmark and Finland to learn about the best practices in implementing educational technology. The trip was made possible by a collaboration between NACTVET and Itslearning.

The delegates arrived in Denmark and were greeted warmly by the Itslearning team, who organized a tour of several schools and colleges in the region. The Tanzanian delegation was impressed by the level of integration of technology in the teaching and learning process, from the use of smart boards and interactive whiteboards to online platforms and learning management systems.

Throughout their trip, the delegates got to experience the high level of collaboration between educators, policymakers, industry, and technology providers in both Denmark and Finland. They returned home inspired and motivated to implement what they had learned in their own institutions, with the goal of improving the quality of education in Tanzania and promoting student success.





# Capacity building; A key component in managing technical institutions

*By Casiana Mwanyika, Ramadhan Samainda and Jeff Shellembi*



Developing and strengthening skills, instincts, abilities, processes, and resources that organizations and communities need, is crucial for survival, adaption, and thriving of fast-growing economies in a fast-changing world. In realizing this, empowerment is of great importance.

The National Council for Technical and Vocational Education and Training (NACTVET), in its regular mandate functions conducted a three-day capacity building training to close to 200 participants on managing of technical institutions in February, 2023. The training aimed at enhancing leadership and management skills among staff from technical institutions. This will ensure that provision of technical and vocational education and training was of high quality and responsive to the needs of the world of work.

In his opening remarks, Prof. Maulilio

John Kipanyula, the Director of Science, Technology, and Innovation from the Ministry of Education, Science and Technology, underlined that quality technical education was of significant importance not only to strategic sectors but to various services that are directly linked to the national development agenda. He urged participants to cooperate with the NACTVET in upgrading acquired skills and reminded them to use the knowledge to bring about positive change in their systems and operations.

The Council is mandated to monitor the operations of technical colleges with the view to ensuring compliance and adherence to rules and regulations through physical verification, and where necessary various actions have been taken against defaulting institutions. Participants of the training were drawn from head of technical institutions, admissions,

examination, and information communication technology officers. Prof. Kipanyula sounded a reminder on their responsibility in ensuring standards and regulations laid down by the regulator were observed. The training focus was on curriculum management, admissions, and systems used in operations.

The participants commended NACTVET for organizing the particular training, signalling satisfaction that it was of benefit for improvement of their performance. They called upon the Council to continue the effort with more empowerment training programs countrywide for TVET sustainability. The initiative is aligned to government aspirations and decision to investing in National strategic projects for accelerating economic and social development concerns with emphasis on reduction of employment challenges in Tanzania.





# Strengthening Skills Development: NACTVET Collaborates with UK Colleges to Learn Best Practices for TVET System and Skills Validation

*By Dr. J.M. Oleke and Dr. Obeid Mahenya*

The National Council for Technical and Vocational Education and Training (NACTVET) is making significant strides in strengthening skills development by partnering with UK colleges. The collaboration is aimed at creating an apprenticeship system, technical training, and linkages between industry, employers, and training institutions. The partnership is expected to result in a collaboration between Dar es Salaam Maritime Institute and City of Glasgow College in marine engineering and related education.



A five-member NACTVET's Secretariat visited the UK from 29<sup>th</sup> October to 5<sup>th</sup> November 2022, with a focus on learning from the UK's skills development system. The delegates visited colleges such as the Engineering College in Liverpool, the Energy Skills Centre, Southwest Institute of Technology, and the Advanced Engineering Centre, among others. It was equally important that the team also visited Glasgow Caledonian University, where they learned about nursing education and other skills in Scotland.

The visit to the UK focused on learning how the apprenticeship training system is organized, with specific emphasis on upskilling and reskilling through short courses. Key takeaways from the visit included

the UK's reliance on industry needs to dictate the training system, the need for engagement of employers in determining types of skills, and the support needed to create related competencies. Additionally, the delegation learned about the UK's established bodies for skills validation and certification of unrecognized competencies.

During the visit, potential collaboration between NACTVET and Glasgow Caledonian University to establish a nursing education solution to support perioperative, ophthalmic, and maternal and infant nursing in Tanzania was arrived at. The project's objective is to strengthen the availability of qualified nurses in Tanzania, and the delegation explored the possibility of working with GCU to implement the project.

Overall, the collaboration with UK colleges is expected to contribute significantly to NACTVET's goal of developing a robust TVET system in Tanzania, with a focus on human resources, stakeholders' relations, pedagogy, digitalization, greening, and innovation. The partnership will also involve recognizing prior learning, international accreditation, collaborating with industry to develop industry-led training, TVET teacher training, and digital learning.





# Expectations of vocational training centres over NACTVET regulation

*By Alfred Kilasi*

Vocational Training Centers (VTCs) are essentially an integral part of the education and training system, that provides individual with hands-on skills and knowledge they need to succeed in various dictates of industries. It was in the wake the Written Laws (Miscellaneous Amendments) (No. 4) of 2021, among others, that the National Council for Technical Education (NACTE) Act, Cap. 129 was amended to empower to register and regulate Technical Education and Training (TET) institutions and Vocational Education and Training (VET) Centres respectively. The Amendments made have therefore changed the Council's name from NACTE to NACTVET (National Council for Technical and Vocational Education and Training) effectively from September, 2021.

According to these changes, NACTVET has become the Regulatory body responsible for overseeing the quality of technical and vocational education and training in the Country. The regulatory role shifting to NACTVET, has brought with it several expectations that can be placed on VTCs such as: -

**Quality assurance:** NACTVET is responsible for ensuring that VTCs meet the minimum quality standards required to deliver technical and vocational education and training. VTCs will need to align their curricula, training methods, and assessments with the requirements set by NACTVET. This will ensure that learners receive high quality training that is relevant to the industry needs.

**Standardization:** The Shift to NACTVET means that VTCs will need to adhere to standard operating procedures and guidelines set by the regulatory body. This will ensure consistency in the delivery of TVET across different VTCs in the country.

**Accreditation:** NACTVET will be responsible for accrediting VTCs to ensure they meet the required quality standards. This will be beneficial for learners, as they will have confidence that they are receiving training from an accredited institution that meets the industrial standards.

**Continuous professional development:** NACTVET will

encourage and support VTCs to provide opportunities for continuous professional development to their trainers and assessors. This will ensure that trainers and assessors are equipped with the necessary skills and knowledge to deliver high quality training and assessments.

**Industry engagement:** NACTVET will work closely with the industry and stakeholders to identify the skills needed in various industries. VTCs will need to collaborate with these stakeholders to ensure that their training programs are relevant and up to date. This will ensure that learners are equipped with the skills needed to succeed in the job market.

It is however projected that the shift of regulatory role from VETA to NACTVET could present various challenges for VTCs that may include:

**Compliance with new regulations:** VTCs will need to adapt to the new regulations set by NACTVET. Compliance can be challenging and a costly process for VTCs, especially those that have been operating without proper oversight.

**Limited resources:** many VTCs operate on limited resources, and therefore complying with new regulations could imply a significant financial burden. The accreditation process, in particular, can be expensive and time consuming.

**Capacity building:** some VTCs may lack the capacity and expertise to meet the new regulatory requirements set by NACTVET. This could be particularly challenging for smaller VTCs that may not have access to same resources and training as compared to larger institutions.

**Resistance to change:** Some VTCs may resist the shift to NACTVET as a new regulator, especially if they were used to operating under VETA. This could lead to delay and slow the implementation of new regulations.

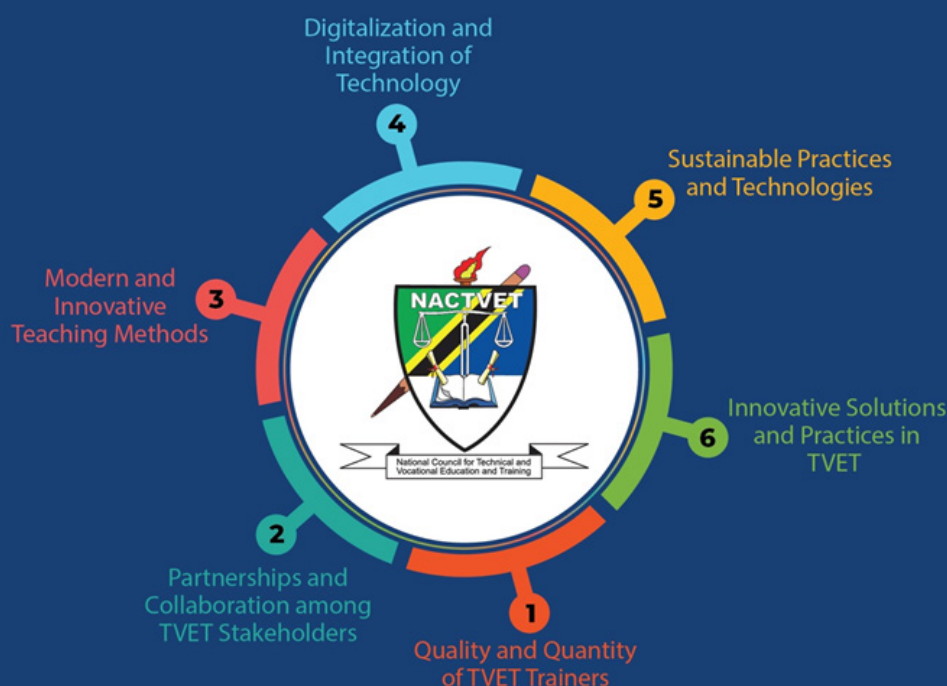
**Industry engagement:** VTCs will need to work closely with industry stakeholders to ensure that their training programs are relevant and up-to-date. However, some VTCs may not have established relationships with these stakeholders, and building new relationships could be a challenge.

**Perception:** VTCs that have not met the new regulatory requirements may be perceived as lower quality, which can affect their credibility and ability to attract new students.



# NACTVET Targets Developing a Responsive TVET System

By Dr. J.M Oleke



The National Council for Technical and Vocational Education and Training (NACTVET) in Tanzania has set several targets to develop the Technical and Vocational Education and Training (TVET) system in the country. The key development areas related to the dimensions of excellence are human resources, stakeholders' relations, pedagogy, digitalization, greening, and innovation.

In the area of human resources, NACTVET aims to enhance the quality and quantity of TVET trainers and instructors through training, certification, and accreditation. This will improve the overall competence of TVET graduates and enhance their employability.

Regarding stakeholder relations, NACTVET seeks to strengthen partnerships and collaboration among TVET institutions, employers, and industries. This will ensure that TVET programs are relevant to the needs of the job market and that graduates are equipped with the skills necessary to contribute to the economy.

In the area of pedagogy, NACTVET

aims to improve the quality of TVET teaching and learning through the adoption of modern and innovative teaching methods and the development of appropriate curriculum and assessment tools.

On digitalization, NACTVET seeks to integrate technology in TVET teaching and learning processes to enhance access, quality, and relevance. This will include the use of e-learning platforms, digital assessment tools, and the development of digital skills among TVET graduates.

In the area of greening, NACTVET aims to promote the adoption of sustainable practices and technologies in TVET institutions and programs. This will include the incorporation of environmental issues and sustainability principles in the curriculum and the promotion of green technologies and practices.

Innovation is also a crucial area of focus. NACTVET aims to encourage and support the development of innovative solutions and practices in TVET institutions and programs. This will involve the promotion

of entrepreneurship and creativity among TVET graduates and the establishment of innovation hubs and centers.

To ensure that the TVET system in Tanzania is responsive to the needs of the job market and relevant to the needs of the learners, NACTVET is prioritizing skills validation through recognition of prior learning, international accreditation, collaborating with industry to develop industry-led training, TVET teachers training, and digital learning. Skills validation will enable individuals who have gained skills through informal or non-formal learning to have their competencies recognized, while international accreditation will ensure that TVET institutions meet international standards of quality and relevance. Collaboration with industry will ensure that TVET programs are relevant to the needs of the job market, while TVET teacher training will improve the skills and knowledge of TVET trainers, instructors, and assessors. Finally, digital learning will enhance access, quality, and relevance of TVET programs.

# Collaboration between EACOP project and NACTVET: Upskilling Tanzanians for Future Opportunities

*Dr. J.M Oleke, S. POGORELOVSKIY, Dr. O.J. Mahenya and E. Kayani*

Industry-led competencies development is essential for the economic growth of Tanzania. The East African Crude Oil Pipeline (EACOP) project, in collaboration with the National Council for Technical and Vocational Education and Training (NACTVET), is set to provide a unique opportunity to develop the competence of young Tanzanians and prepare them for employment in the project and potential future projects.

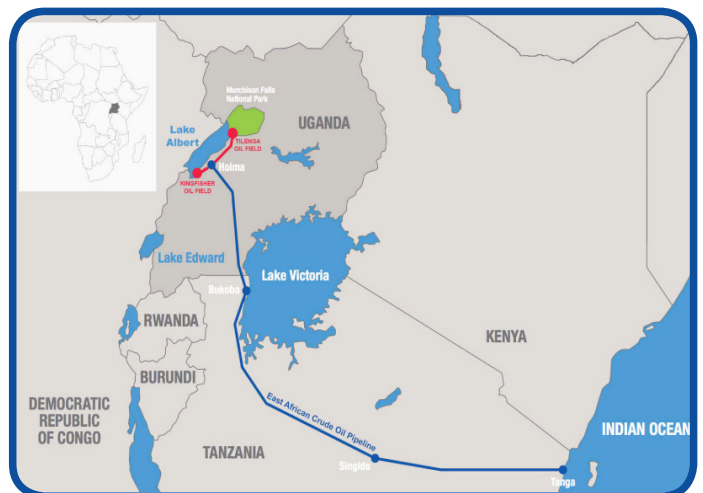
EACOP Ltd as the Project Company for the EACOP project under the Host Government Agreements with the Government of Tanzania and the Government of Uganda respectively is a joint venture company between **TPDC** (Tanzania Petroleum Development Corporation), **UNOC** (Uganda National Oil Company) and two multinational energy companies (**TotalEnergies** and **CNOOC**).



EACOP is a 1,443km crude oil export pipeline that will transport Uganda's crude oil from Kabaale – Hoima in Uganda to the Chongoleani peninsula near Tanga port in Tanzania.

The project is expected to create numerous job opportunities, with estimates suggesting that it will create around 9,000 jobs during the construction phase alone.

To ensure that Tanzanians can take advantage of these employment opportunities, as well as benefit from EACOP Project technologies presence, NACTVET has partnered with the EACOP project to adapt, develop and provide the required training and apprenticeships. Bandari College, which is recognized as one of the best training institutions



in East Africa, has been identified as a pilot institution for the implementation of a partnership and to train the apprentices. The training framework will be designed to meet the specific needs of the EACOP project and other potential future projects, ensuring that apprentices are equipped with the knowledge, skills, and follow the set behaviours required to work on the project(s). The program will include a range of theoretical and practical training modules, covering areas such as welding, pipe fitting, electrical installation, health and safety, and mechanical lifting operations.

For example, mechanical lifting operations are general activities to hoist, lower, or suspend any load by the utilisation of mechanical lifting equipment. Mechanical lifting operations are considered to be one of the most safety critical and high risk activities and require a specific level of competence.

To execute the mechanical lifting operations in a safe and efficient manner, alongside crane, forklift truck, and stacker operators, the competencies of Banksmen, Slingers, and Riggers are crucial.

A Banksman (Signalman) assists in the planning of mechanical lifting operations to the mechanical Lifting Supervisor. Ascertaining/confirming the weight of load or cargo and informing Slingers. Ensuring that Slingers are properly attired with PPE. Confirming with the crane operator that the lift is within the crane's safe operating radius. Ensuring that all lifting equipment is secured, and located correctly. Indicates to the crane operator where the load must be moved to or placed, and, where possible, follows each load to its destination.



Slinger is in charge of the correct selection and fitting of appropriate rigging and hardware with due consideration given to the protection of the load, as well as pre- / post-use inspection of lifting equipment. Controlling and guiding loads by the correct and safe use of tag lines. Taking care of lifting equipment/accessories after completion of the mechanical lifting operation.

A Rigger knows the rigging and mechanical - handling operations techniques (incl. cross-hauling, etc.), and how to use and operate portable lifting equipment (winches, chains, and lever hoists, cables, etc.) in a limited/confined environments.

In addition to sharing technology, the EACOP project is also supporting the development of local industries in Tanzania. The project is committed to sourcing goods and services locally, where possible, which is helping to stimulate economic growth and create new job opportunities as well. This collaboration between NACTVET and the EACOP project is a great example of how industry-led competencies development can benefit both the economy and individuals. By sharing expertise, participation, adaptation, and development of a new training framework through a local institution(s) for apprenticeships, the EACOP project will help upskill Tanzanians and prepare them for potential future employment opportunities in another upcoming project (s). This, in turn, will help to boost the local economy and improve the standard of living for many Tanzanians.

The collaboration is an excellent opportunity for Tanzania to develop its workforce and build local industries. The collaboration between EACOP Project and NACTVET is a significant step towards achieving the main goal of Global contribution to Tanzanians to the country's economy.



# NACTVET events in ZANZIBAR

*By Elitha Mbedule, Mohamed Mbasha and Frank Kalili*



The visibility of NACTVET functions and mandates in Zanzibar is increasingly becoming noticeable by a growing number of tertiary non-university technical institutions in the Isles. Their number, now close to 17, is indicative of a greater need among applicants to enrol in programs that are significantly responding to the labour demands.

To Zanzibar the impetus has been the Government initiative to boosting the common Zanzibar is incomes with relevant skills aligned with the Blue Economy undertakings. This has been complemented by the NACTVET's image making efforts that are being spearheaded through public awareness effort in media and other activities including participation in various exhibitions.

In the year 2021/2022 and 2022/2023, NACTVET has participated in three (3) exhibitions held in Zanzibar. Two (2) were organised by the Ministry of Education and Vocational Training Zanzibar (MoEVT) and were conducted in Unguja and Pemba respectively, while another exhibition was organised by the Ministry of Industries and Trade in Unguja.

The exhibitions are a platform for Higher Education and related institutions to showcase their activities and products. NACTVET participates in these events annually with the view to creating public awareness on NACTVET core functions and duties. Most visitors to the exhibitions have had keen interest in procedural matters related to admissions, institutional guidance and support, curriculum development and institutional compliance criteria.





# STUDY TOURS FOR SKILLS DEVELOPMENT

By Dr. M.A Baitilakwa

In recent years, skills development has become increasingly important for individuals and societies alike. In order to remain competitive in today's rapidly changing global economy, it is essential that individuals have the skills necessary to thrive in the workforce.

Tanzania like many developing countries, faces a number of challenges, including a high rate of unemployment and shortage of skilled workers. Thus, skills development is an important aspect of Tanzania's development agenda. The government has recognized the importance of investing in technical and vocational education and training to develop the country's human capital. The goal is to equip Tanzanians with the skills and knowledge needed to succeed in a rapidly changing world.

The National Council for Technical and Vocational Education and Training (NACTVET) being one of the Government institutions is responsible for coordinating and overseeing the provision of technical and vocational education and training in the Tanzania. As part of its mandate, NACTVET collaborates with partner countries to develop the skills of Tanzanian citizens through various programs and initiatives, including learning from other countries which are better off in skills development.

For the purpose of learning more about skills development

in other countries, in 2022/2023 NACTVET staff and TVET providers at different levels visited a number of partner countries including United Kingdom, The Netherlands, Norway, Denmark, Finland and China. These countries are known for their strong TVET systems and could provide valuable insights for betterment of Tanzanians.

In all these study trips, NACTVET and TVET providers had opportunity to learn different training models and methodologies. For example, the United Kingdom has a highly-regarded TVET system that emphasizes work-based learning and apprenticeships. This provides another model for NACTVET to consider for integration into our system.

Also, it was an opportunity for delegates to network with experts and stakeholders in other countries. This provides valuable insights into best practices and opportunities for collaboration. By sharing their experiences and insights with stakeholders back in Tanzania, could help to promote a better understanding of the value of TVET and the need for investment in skills development. This could help to increase support for TVET in Tanzania and lead to improvements in the system.





## Royal tour an impetus to technical and vocational institutions in hospitality programmes

*By Frank Kalili*

Tanzania is endowed with abundant Tourism attractions and products, that enrich it with tourism income in terms of number of tourists visiting exotic attractions among them being the seven wonders of Africa. Serengeti, and Ngorongoro and Zanzibar make but among our favourite destinations classified as the world Heritage sites. Kili-manjaro is the leading highest mountain in Africa with a height of 5,895 metres (19,341 ft) above sea level.

The Government of Tanzania - led by Her Excellency President Dr. Samia Suluhu Hassan has made a debut in making tourism sector great again. The Royal Tour Film was an idea that came in sight as remedy toward the collapse of tourism due to a drastic fall in number around 317,270 visitors in 2020-2021, following the Corona Pandemic. The Royal Tour film starring, her Excellency Dr.Samia Suluhu Hassan, paved the way toward

massive advertising that has recorded a sudden rise in number of visitors as well as promotion of domestic tourism attractions. The increase in the number of tourists to 458,048 visitors in the period of January – May 2022 is interpreted also as a rare opportunity that requires a high number of experts in tourism career to work with and handle the pressure of incoming tourism in the near future. Tourism Industry depends on skilled labour in



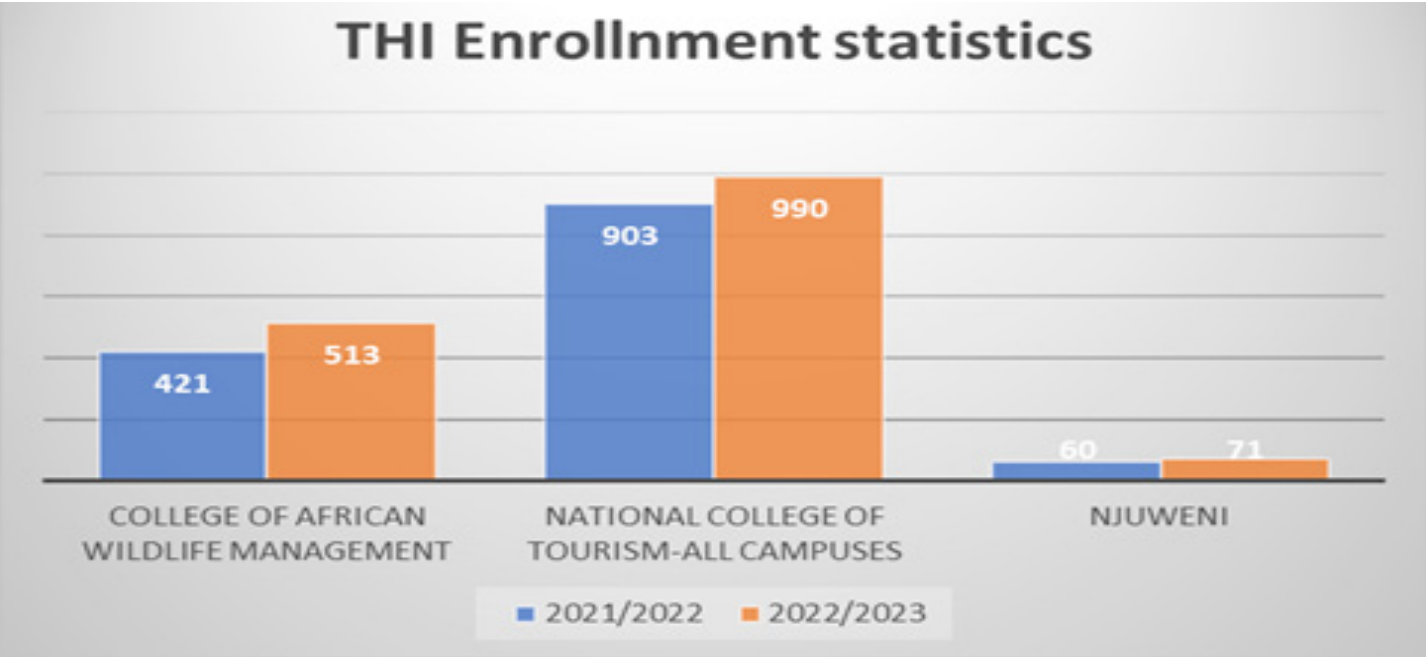


the hospitality industry and most expertise endorsed from technical and vocational institutes offering tourism and hospitality curricula. In Tanzania NACTVET has registered 7 Technical Institutions offering courses in tourism sub-sector. The leading among others includes the National College of Tourism NCT, College of African Wildlife Management, Njuweni Institute of Tourism and Hotel Management, and Zanzibar Institute of Tourism. They are striving to ensuring that Government effort bear fruits. These Technical Institute provide skilled staffs in areas of Food Production and Cookery, Front Office and Reception, Food and Beverage Service, House-keeping and Tour Guiding the College of African Wildlife Management, National College of Tourism. However, following the premiere of the Royal Tour Film abroad and locally, there has been swelling numbers of students enrolled in the cited technical institutions.

The 2022 students’ admissions statistics indicated that 1,476 students were enrolled in various colleges compared to 1,256 admitted in 2021. This means that Technical Institutions are now ready to increase the number of students in the field areas with imminent evidences that enrolment trends are highly promising to the future of the hospitality industry. But in addition, Wildlife has to be conserved, as they top the list attractions. The Pasiansi Institute of wildlife has equally increased enrolment for Game Ranges courses, number of students shooting from 12,000 to 13,000. There are supporting sectors to tourism such transportation where the National Institute of Transportation (NIT) has introduced strategic curricula, the aircraft maintenance, while for marine transportation, the Dar es Salaam Marine Institute (DMI) has also increased enrolment to expand the marine experts base in terms of Marine transport skilled labour force and both are

making an attempt at bridging in with Tourism.

The increase in rural Road network through construction of passable roads in various National parks and other attractions, has brought the Dar es Salaam Institute of Technology (DIT) in sight as a major player and in supporter of a number of graduates and current students in technology sector. As the Standard Gauge Railway is just a few months away, to its maiden journey to Morogoro, the Rail Technology Institute has also increased students’ enrolment to cater for the demand of tourism and other travellers that will be transported from Dar es Salaam to various tourism destinations. In this sense therefore, technical institutions and vocational training centres are greatly the major supporter of the thrust exerted by the Sixth Phase Government of Her Excellency Dr. Samia Suluhu Hassan in support of various strategic National projects.





# A Reflection on TVET Exhibitions 2022

*By Jeff Shellembi*



The first TVET exhibitions, held in April, 2022 were remarkably a spectacular showcase arena for tertiary non-university institutions and Vocational training centres in Tanzania. The essential component was a display of prototypes of products and machinery innovations by on-going and graduating students. It was equally the venue for sharing of experiences on appropriate home-grown technologies and the skills required for the jobs of today and those of tomorrow. This was a rare place where policy makers and stakeholders would dwell on strategic concerns that will provide future remedial measures against a swelling wave of unemployment indexes among youths and young adults.

It is doubtless, such exhibitions could help Tanzania realize the envisaged industrial economy and attainment of the middle-income economy come 2025. The annual exhibitions are being spearheaded by the National Council for Technical and Vocational Education and Training (NACTVET), as a corporate body established by a merger of Vocational Education and Training (VET), conceived by the Government with Miscellaneous Amendments to both NACTE Act

Cap. 129 and VET Act, Cap. 82 of September 2021, to oversee the quality of Technical and Vocational Education and Training (TVET). The idea was in equipping the upcoming workforce with competence-based education and training philosophy. The major focus here is in skills development to bridge the gap in industrial demand in terms of quality of service and competences for the world of work.

In effecting tangible contribution to national development goals, NACTVET collaborates with various stakeholders

- both private and public institutions to achieve this mandate. Major participants at the TVET exhibitions include technical and vocational education institutions on the one hand while on the other, the industry forms the segment of employers who in a way are the ones to dictate what curriculum is in demand in the world of work. In Tanzania, the public and private sectors respectively, are constantly feeling the impact of talent shortage and they foresee this skills gap will get even worse over the coming years. To prevent a worsening







situation, the Government through the Ministry of Education, Science and Technology has mandated the Tanzania Private Sector Foundation (TPSF) to coordinate the establishment of Sector Skills Councils. The Councils are aimed at gathering accurate skills gap information and aggregates industry interests. In inclusiveness sense, TPSF and the Association of Tanzania Employers (ATE) are strategically the vital bodies. In the country the private sector community has the major role in advocacy and dialogue with the Government to ensuring a conducive business environment, and availability of appropriate skills.

NACTVET's 2022 TVET Exhibitions theme was envisaged around a common desire to strengthening TVET quality and relevance for production of a competent workforce. If the quest for developing skills is to be used as one of the means to help Tanzania move from a developing to a developed nation within a decade, this transformation could probably not happen on its own. This is where the relevance of the annual TVET Exhibitions make more meaning, and call for every effort to bring together all stakeholders – government, industry, social entrepreneurs, NGOs, educational institutions and civil society – unified.

The 1<sup>st</sup> Technical and Vocational Educational and Training (TVET) Exhibitions themed *“Strengthening TVET Quality and Relevance for Production of a Competent Workforce”* took place at the Jamhuri Stadium –

Dodoma from 7<sup>th</sup> to 13<sup>th</sup> June, 2022, setting in place the first milestone by joint efforts of ATE and TPSF. The purpose of the exhibitions was to provide a platform for TVET stakeholders to demonstrate their contributions by fostering and strengthening its quality and relevance for a competent workforce for the industrialized Tanzania economy. The official inaugural speech was delivered by Honourable Seleman Jaffo; the Minister of State Vice President's Office (Union and Environment) on behalf of Honourable Dr. Philip Isdor Mpango, the Vice President of the United Republic of Tanzania. Heechoed the Government's resolve in supporting efforts aimed at bridging unemployment gap for the good of the nation.

The 1<sup>st</sup> TVET Exhibitions 2022 essentially unleashed the process of sharing knowledge, experiences and best practices on the sector-wide reforms needed for improving TVET outcomes



as relates to skilled development for improving quality of workforce in Tanzania and Africa. In a nutshell the exhibitions specifically, aimed at:

- i. Creating a platform for training institutions and employers to interact in strengthening TVET quality and relevance for a productive workforce in Tanzania;
- ii. Enhancing collaborations between training institutions and employers to ensure that products from the training institutions meet employers' needs, and that of the labour market demand in Tanzania and Africa;
- iii. Enhancing experience and knowledge sharing between technical and vocational education and training institutions and learning from each other;
- iv. Fostering social economic and scientific innovations currently developed by training institutions;
- v. Gauging commitments of the Government initiatives through collaboration with private sector in supporting strengthening TVET quality and relevance against needs of the labour market in Tanzania;
- vi. Identifying key priority areas of skills development in line with labour market needs; and
- vii. Stakeholders' familiarization on NACTVET following developments caused by shift of regulatory roles from VETA to NACTVET (formerly known as NACTE).
- viii. Organization of the Exhibitions.

# Welcome



**Casiana Mwanyika**



**Jane Mressa**



**Amina Mdee**



**Magreth Sebastian**



**Denis Chamuriho**



**Peter Kalindikanya**



**Dorice Mtungi**



**Ramla Ismail**





**Editha Mwijage**



**Tunu Fonga**



**Aines Chasubuta**



**Mnyema Ramadhan**



**Xavery Peter Mhyella**

## **NACTVET welcomes newly recruited staff**



# Farewell



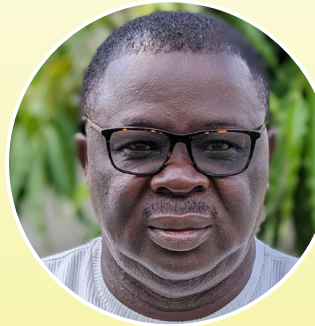
**Bw. Aloyce Birusya**



**Bw. Greyson Mutazamba**



**Bi. Mariam Millinga**



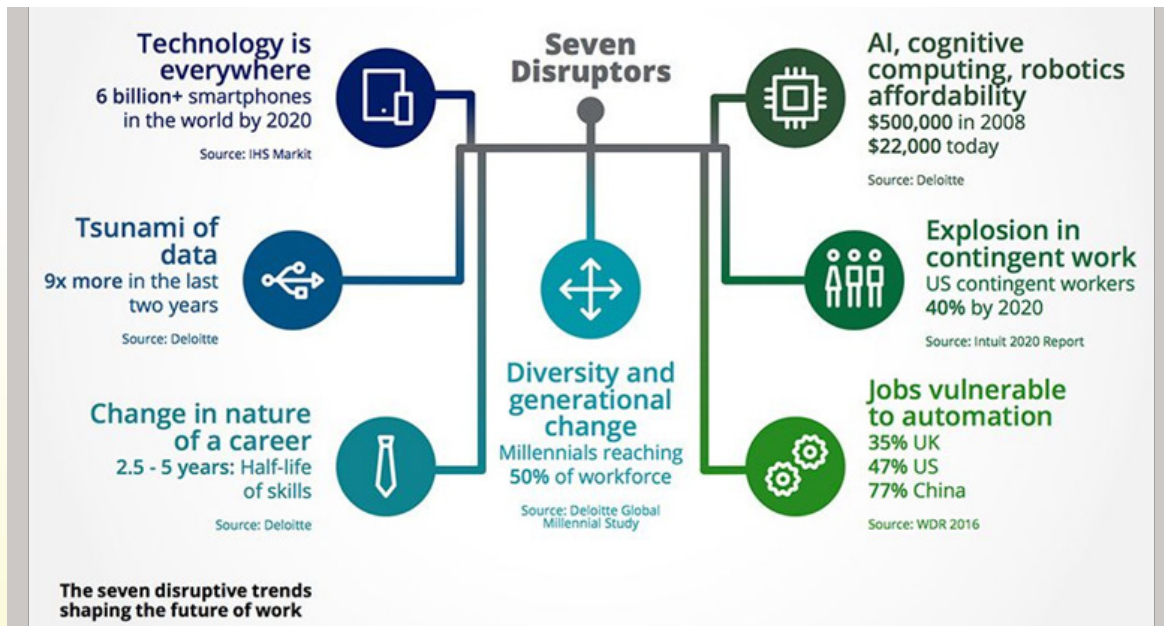
**Bw. Lauden Mugogo**

**NACTVET bids farewell to staff who  
retired from public service and  
welcomes new ones**



# Trends in the future of work for TVET in Tanzania

By Dr.A.B. Rutayuga, Dr. Obeid Mahenya and Dr. Jofrey Oleke



Technical and Vocational Education and Training (TVET) is essentially the engine for the economic growth of Tanzania. As the world advances towards the fourth-generation industrial revolution, embracing the advent of artificial intelligence (AI), high-tech and innovation, are unavoidable as there are several trends that will ultimately shape the future of work in TVET landscape in Tanzania.

In this scenario, the National Council for Technical and Vocational Education and Training- NACTVET has a pivotal role to play in these emerging trends. Emphasis on digital skills is spearheading a rapid growth in digitalization that will pave way to nurture the workforce with digital skills. This has a bearing on how the digital age interprets and manages data analyses, software development, and cybersecurity interventions.

Therefore, TVET institutions in Tanzania need to equip their students with the necessary digital skills to compete in the job market, a task NACTVET supports wholeheartedly. Requirements for TVET providers to update their curricula by including training in digital skills will

increase focus on entrepreneurship interventions. The traditional job market is becoming more competitive, hence, a need for the youths in Tanzania to turn to entrepreneurship as a means of livelihood. NACTVET plays an important role in providing guidance to training entrepreneurs on digital market business as an alternative to poverty alleviation.

Recently, NACTVET participated at the Tanzania Business Forum where issues of future of work were extensively discussed on 23rd February, 2023 at the Julius Nyerere Convention Conference Centre -JNCCC.

The forum was benchmarking on scarcity of specialized skills for the future demands. Analysts are concerned that as jobs evolve in the market, workers needs will increase,

but the dividing factor is skills, hence TVET institutions will need to provide opportunities for lifelong learning and upskilling where NACTVET should provide support by promoting continuing education programs and accreditation for such programs.

There is a growing demand for diversity and inclusivity in workforce where NACTVET requires TVET institutions to promote equal opportunities to all students regardless of gender, ethnicity, or disability. It is uncontested fact that the future of work in TVET situation in Tanzania will inevitably be shaped by digitalization, diversity and lifelong learning. NACTVET will continually play a crucial role in addressing these trends by promoting curricula reviews to catch up with the demand of the time.



# The 2023 NACTVET Gala Dinner: A Night to Remember

*Mr. Jeff Shellembe, Dr. Obeid Mahenya, Ms. Casiana Mwanyika, Dr. Jofrey Oleke and Eng. Enock Kayani*

TVET Gala Dinner 2023 in its second year, has brought to light the inevitable and urgent need for a coherence in Regulator-Trainer-Employer partnership as a panacea for increased skills deficiency and mismatch in labour power. The event in February 24<sup>th</sup>, 2023 has been described by analysts to have successfully increased fame and its substance. Hosted by the National Council for Technical and Vocational Education and Training (NACTVET), the event was organized with extreme level of excellence so it does not diminish the previous one in 2022.

Tanzania, Honourable Kassim Majaliwa Majaliwa (MP) signaled the commencement of events of the night. It was after the prayer session by a Sheikh and Priest that preceded the roll-out of the menu of key events on the programme guide of the Master of Ceremony. The crucial segment in all was the delivery of an inspiring speech from the Guest of Honour about the importance of technical and vocational education and training in building a strong economy and creating employment opportunities.



Highly anticipated by stakeholders, it has become a night of glamour and recognition of employers for their great achievements made in the placements of internships, apprenticeships, sponsorships and field attachments to students in technical and vocational education and training sector. The promotion of the event was evident the night would be as prestigious and elegant to the measure of the invited guests. At 7pm, the Master of Ceremonies took to the stage and welcomed everyone of invited guests to the 2023 NACTVET Gala Dinner. The arrival of the Guest of Honour, the Prime Minister of the United Republic of

The Premier drew the attention of close to 300 attendees at the NACTVET Gala Dinner 2023 as he echoed the philosophy of the 6<sup>th</sup> Phase Government in the promotion and support of skills development by the public and private sectors joint efforts. He commended employers for their exemplary role in ensuring the sharpening of various sector skills through placements of would-be- employees from various learning institutions in Tanzania. The Prime Minister underscored Government commitment to easing the various concerns of the industry and employers to underpin their drawbacks for economic growth concerns. After the Premier's speech, the awards ceremony began.





The first award of the night was for the Best category of employers sifted from a survey conducted earlier on by NACTVET. The recipient of the awards in series were received by cheers as the room erupted in applause, after each category winner was announced. The awards continued with recognition for the Best Technical and Vocational Education and Training Teacher, Best Technical and Vocational Education and Training Student, and the Best Technical and Vocational Education and Training Programme. Each award recipient received a standing ovation and shared their heartfelt gratitude.

As the night went on, guests enjoyed a delicious three-course meal and danced to the live band by Banana Zorro. There was never a dull moment in the 2023 TVET Gala Dinner and the guests were thoroughly entertained. In comparison to the 2022 TVET Gala Dinner with a total 250 attendees, this year's number topped with 50 more new entrants among employees to a higher 300 total. Even as the NACTVET gala dinner came close to an end, the guests left probably feeling inspired and motivated to continue their work in technical and vocational education and training. It is generally agreed within peer Institutions to NACTVET that the night was a huge success and looked forward to the next NACTVET gala dinner.





# NIT to reduce dependency on aircraft engineers expatriates, upholds NACTVET standards

*By Tulizo Chusi*



In the Third National Five-Year Development Plan, among the flagship projects the Government is implementing is to revive the National Air Carrier -ATCL: The Government is continuing to strengthen ATCL operations by purchasing new Aircraft (passengers & cargo aircrafts) and capacity building to aviation personnel. In the past 20 years, nobody thought on the possibilities to produce Tanzanian experts in aviation particularly aircraft maintenance

engineers and pilots in the country. However, later on the National Institute of Transport (NIT) saw the country's demand toward having local experts capable of running and managing the aviation industry. It is from this dream; in the year 2015 NIT was accredited by the NACTVET to train aircraft engineers. The Institute has already trained over a hundred aircraft engineers since it began offering aircraft maintenance engineering courses.



NIT has pledged to observe the NACTVET standards by producing sufficient human resources aimed at meeting the higher demand of aircraft engineers that are needed in the aviation industry and therefore support the Government initiatives. Currently, the Aviation Industry is said to be growing at an average of 12 per cent per annum.

"Our plan is to reduce the dependence on foreign aviation engineers which stands at more than 60 percent. The Institute wants to see a large number of indigenous aircraft maintenance engineers who are licensed," NIT's Rector Professor Zacharia Mganilwa said.

Prof Mganilwa added: "Aircraft maintenance engineering is offered abroad for a fee of 80-100 million, but our Institute is offering this course a year for a fee of 6 million shillings."

He noted: "Currently the aviation industry is still struggling with the shortage of manpower therefore, NIT being the only public transport training institution, we are set to make sure that we continue producing adequate and qualified aviation professionals to meet the requirements and needs of aviation regulatory authority and aviation industry respectively."

On his part, NIT's School of Aviation and Technology Principal Denis Mwageni said: "NIT is also an Approved Training Organization (ATO) to offer Aircraft Maintenance Engineering (Airframe and Powerplant) and Flight Operations Officer Courses accredited by the Tanzania Civil Aviation Authority (TCAA)."

Mwageni insisted: "Receiving of these certificates is a clear sign that our Institute has international standards that are required by the regulators. It is our belief that the shortage of aviation engineers will be significantly reduced in the next few years."

Subira Mwakyoma, a former student from the National Institute of Transport, who is now working with Air Tanzania as an aircraft engineer said:

"I'm advising the National Institute of Transport to provide priorities to women when enrolling students to aviation engineering courses where female students are very few compared to male. Enrolling more female students in aviation engineering courses, will dispelling the notion that this profession is not only for masculine but for all."

Subira has further said that she didn't have a dream of being an aircraft engineer but her dream at a time when she grew up was to be a pilot, a career that was totally in her mind during childhood.

"I failed to join pilot studies due to the high cost since such courses are offered outside the country. After finishing high secondary school studies, it was when I realized that aircraft engineering is also a very good course for me, that's when I went to NIT and asked to join the bachelor's degree programme," she said.

She noted: "Aircraft engineering course has given me a very strong connection with many people in this industry locally and abroad. Thank God that I meet with senior engineers through which I am able to develop further my skills for success."

On her part, NIT former Aircraft Maintenance Engineering student Christina Peter Michael who was one of four females to graduate in a class of 16 students in 2019 and now working as an engineer with Air Tanzania (ATCL), said:

"NIT should advertise itself more to girls in secondary schools by giving them insights of careers in Aircraft Maintenance Engineering course and telling them how they can become successful by taking the course."

# Events in Pictures

















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