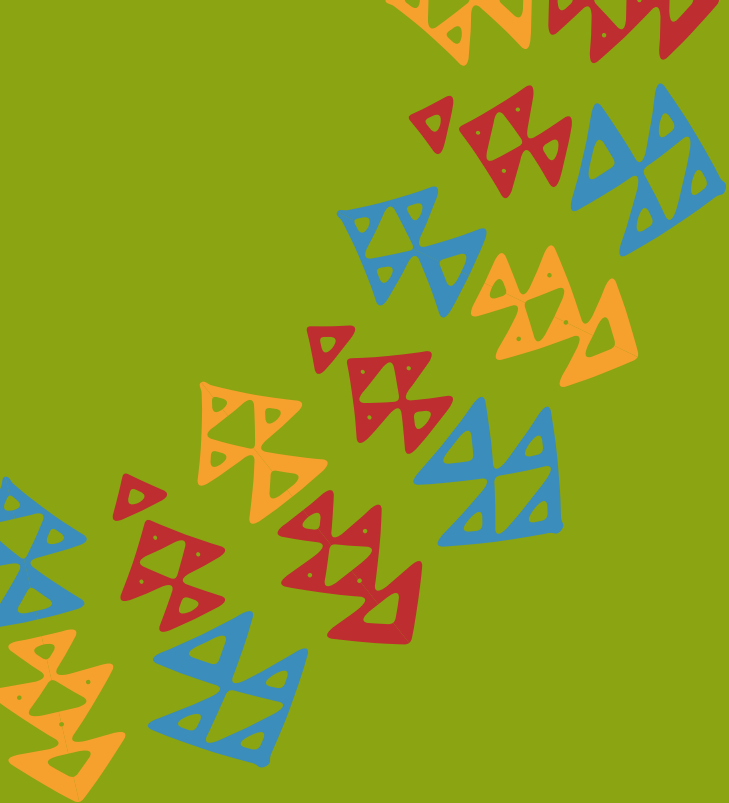




via **PATHWAYS**
to **WORK**

SECURING THE LIVELIHOODS OF TANZANIAN YOUTH THROUGH SKILLS DEVELOPMENT.

TIME TO SHINE



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www.iyfnet.org

The background of the page is a close-up of a khanga, a traditional Tanzanian cloth with intricate geometric and organic patterns in shades of orange, red, and green. Two large, thin orange circles are overlaid on the image, one on the left and one on the top right.

Ujuzi ni nguvu. Knowledge is Power.

These words were found on a khanga - a brightly colored piece of cloth that many Tanzanian women wear often over their skirts while they work. Throughout this book, we use a digitised motif of a khanga pattern to amplify Tanzanian culture and remind readers that your skills are your strengths.



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A dhow boat sailing on the Indian Ocean. The picture was shot in-front of the Mtwara RVTSC.

About IYF

IYF® stands by, for, and with young people. Founded in 1990 through a generous grant from the W.K. Kellogg Foundation, IYF is a global nonprofit with programs directly benefiting 7.7 million young people and operations spanning 100 countries so far. Together with local community-based organizations and a network of corporate, foundation, and multilateral partners, we connect young people with opportunities to transform their lives. We believe that educated, employed, engaged young people possess the power to solve the world's toughest problems, and we focus our youth development efforts on three linked objectives: unlocking agency, driving economic opportunity, and making systems more inclusive. Our vision is to see young people inspired and equipped to realize the future they want. IYF Transforming Lives, Together. To learn more, please join us at www.iyfnet.org.



About

Via: Pathways to Work (Via: Jiandalie Ajira)

Via Pathways to Work is an IYF initiative implemented in Tanzania and Mozambique, in partnership with the Mastercard Foundation to deliver two components: entrepreneurship and employability.

Via: Pathways to Work takes a systems approach to support the national Vocational Education and Training (VET) systems to be more responsive to the needs of young people and industry.

Via: Jiandalie Ajira initiative was launched in 2015, with the aim of improving economic opportunities for youth through sustainable changes. The programme covered VETA Mtwara, Dar-es-salaam and Dodoma and MVTCC. For TECC, the above regions were covered and Pwani region was also included.

GOAL: Collective behaviour of the TVET system actors (inclusive of government, employers, civil society, and youth) is responsive to the labour market so that young people have improved economic opportunities.

TVET Objective: TVET actors leverage system-based resources and incentives to adopt *Via*'s capacity strengthening products and services.

Entrepreneurship Objective: Youth inclusion in entrepreneurial market systems and services is improved.

In Tanzania the program targeted to reach 17,000 economically disadvantaged young people living in urban and peri-urban areas with a holistic set of training interventions and wrap-around support services. IYF partnered with VETA, Morogoro Vocational Teachers Training Center (MVTCC) and Tanzania Entrepreneurship and Competitiveness Centre (TECC). IYF facilitated sustainable changes and integrated life skills training and career support services to reach over 16453 youth to date. In addition, IYF supported trainers to use more learner-centered instructional techniques, as well as trained administrators and managers to better use data to improve academic and on-the-job outcomes.

About Passport to Success® (PTS) Curriculum

For over 30 years, IYF's sole focus has been to help young people succeed. Together with partners around the world, IYF has invested in ensuring that youth develop the leadership, technical, and soft skills to earn a livelihood. Whether it's landing a first job, growing a business, or driving social change, every young person deserves the opportunity to realize his or her full potential. Rooted in the belief of youth as problem-solvers, change-makers, and leaders, IYF initiatives are catalysts for change. IYF developed a life skills curriculum, Passport to Success in 2004, in order to bridge the gap between current job opportunities and today's young job seekers. IYF developed a life skills curriculum, Passport to Success® (PTS) in 2004. Implemented in over 40 countries, and translated into 20 languages, hundreds of thousands of young people have benefited from PTS. For the purpose of improving more livelihood sustainability, within the Tanzanian context, PTS has now been integrated within a holistic TVET owned manual (curriculum and pedagogy) titled, "Key to Success."

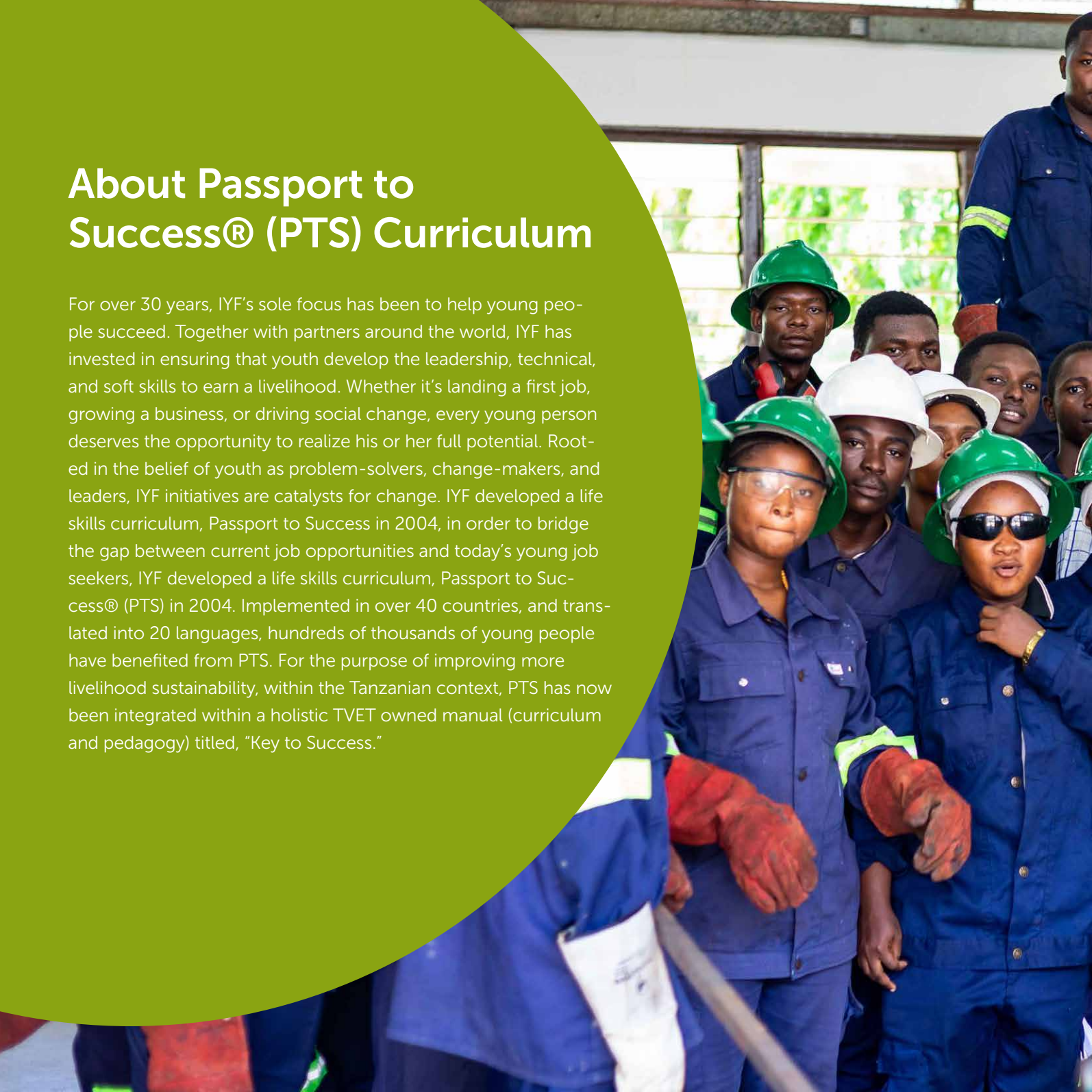





Photo taken at MTWARA RVTSC during a welding class

Acknowledgments

The IYF Tanzania 2021 edition of the *Securing Tanzanian Youth Livelihoods Through Skills Development*, coffee table book was made possible by the synergies between IYF Tanzania, VETA, TECC and its beneficiaries - the shining stars. We are grateful for the partnership we have with our partners that have made this a success. The support provided by Stella Ndimubanya, Director of Training and Vocational Education, VETA and Mr Samwel Kaali, MTVCC Principal in Morogoro was invaluable. Helpful comments and inputs from Mr Daniel Mghwira, who is the Executive Director of the Tanzania Entrepreneurship Competitive Centre (TECC) are duly acknowledged.

The book benefited from the overall guidance and excellent support of IYF Tanzania staff; Joan Kimirei, Country Director; Elizabeth Nkanda Program Director; Eliflorida Mushi, MERL Advisor; Arafat Lesheve, Youth Engagement Officer and Sarah Shebele, Life Skills Advisor.

Interview material and on-ground data were kindly made available by the teams within the RVTSCs, MVTCC, TECC centre in the 4 zones - Mtwara, Dodoma, Dar es Salaam and Morogoro. In Mtwara, Joseph Kibehele, Principal, Mtwara RVTSC, Lucas Mkude, Project Manager, Via Mtwara and Herieth Ngerema, Life Skills and Career Guidance Officer, Via Mtwara provided useful information. In Dodoma, excellent inputs were accorded from Clemence Kimario, Project Manager, Via Dodoma and Leonidazi Mushobozi- Registrar, VETA Dodoma, Tanzania. The book was prepared by a team from the PZG Impact Firm led by Prudence Zoe Glorious, Writer. The publication development team included Daniel Msirikale (Photography), Princely Glorious (Design), Karim Salkim (Design), Mpoki Thomson (Book edits), and Luitfrid Nnally (Research).



"Stadi za maisha ni moja ya masomo muhimu sanakwa vijana kwani huwapa mbinu za namnawanavyoweza kukabiliana na changamoto zamaisha ili kutunza uhai na uthamani wa maisha."

"Life skills are one of the most important subjects for young people as it gives them techniques that empower them to overcome life challenges so as to preserve life and the value of life."



KARIBU >>



MESSAGE FROM THE DIRECTOR

What a year 2020/2021 has been! In a challenging context for all, here at IYF Tanzania Country Office, we have seen the outcomes we envisioned for *Via Jiandalie Ajira* come to life together with our partners.

In a period of five years, IYF Tanzania has collaborated with VETA and TECC to drive sustainable change within the area of youth development by integrating market-responsive skills and services into respective curriculums and improving pedagogy through the *Via Jiandalie Ajira* program. To date, the program has transformed the lives of 16453 young people by ensuring access to better economic opportunities.

IYF Tanzania hopes that the investments we have made so far will continue to pay dividends by preparing future graduates and young entrepreneurs to succeed in Tanzania's labour market. And enabling them to increase their productivity as they grow or be part of sustainable businesses that build the wealth of Tanzania and its individuals.



I am particularly grateful to our main partners; VETA and TECC. We will continue to work together and invest in building capacity so as to bring about systemic change and deliver high impact results for large numbers of youth over the long term. I also extend my gratitude to all the IYF management and staff members whose synergies have contributed towards the improvement of youth employability services in Tanzania.

As we embark on our new strategic plan, Transformation 2025, we believe that an enhanced and cohesive system is key to unlocking greater agency and access to better economic opportunities for young people in Tanzania. We will partner with ecosystem players to ensure that youth in Tanzania are inspired and equipped to realise the future they want.

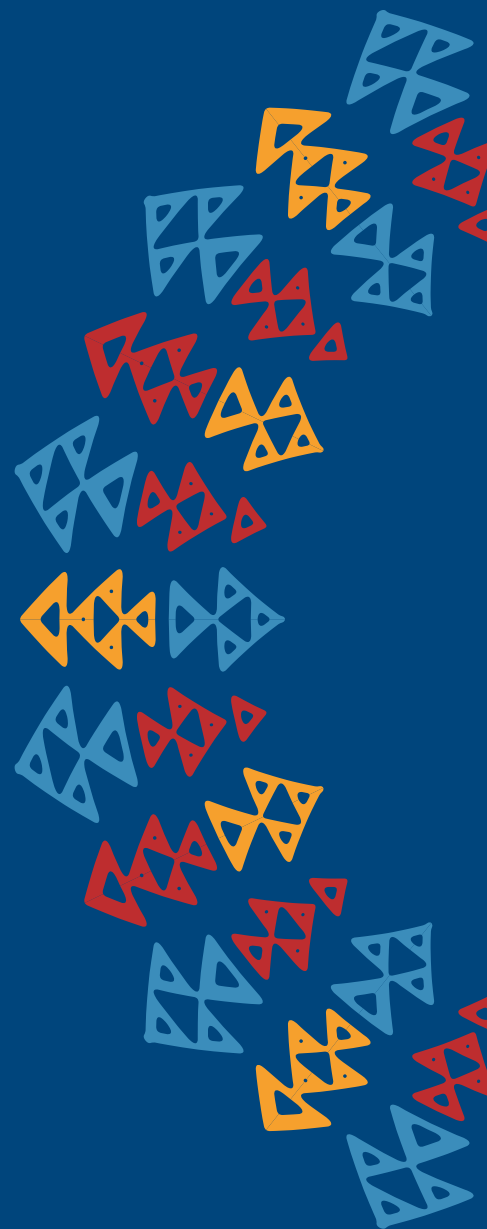
Skilling our youth with the appropriate competencies to ensure their wellbeing and improved economic conditions is paramount for Tanzania's growth. The stories you will find in this book are not about us. IYF is amplifying the

voices of Tanzania's shining stars - youth artisans and entrepreneurs.

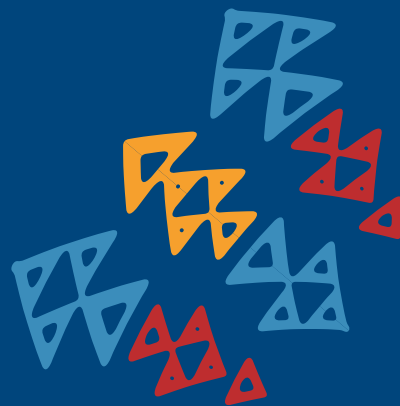
These are stories of dreamers, builders, truth-tellers, futurists, problem-solvers, change-makers, and young leaders who are crafting Tanzania's greatest future. It's our hope that IYF will continue to be a catalyst for the growth and progress of organizations and young people in Tanzania by connecting and convening youth development players to find the most sustainable solutions for youth in a world that is evolving.

Happy reading.

Joan Kimirei
Country Director, IYF Tanzania



Success Stories



Component

In Mtwara, a huge percentage of the older generation of men make their livelihoods within the fishing industry.

Employability

The Employability component of the *Via Jiandalie Ajira* program was implemented by Vocational Education and Training Authority (VETA) and with the core facilitation from IYF Tanzania with the aim of providing young people living in urban areas with a holistic set of training interventions and wrap-around support services that will allow them to secure improved decent work opportunities through wage and/or self-employment in both the formal and informal economic sectors. IYF partnered with 3 VET centers in Mtwara, Dodoma and Dar es Salaam to deliver the following services to young people:

- Career Guidance Services
- Enhanced life skills training
- Job placement services

To ensure sustainability the program also worked with the Morogoro Vocational Teachers Training College (MVTCC) to facilitate the incorporation of PTS curriculum, pedagogy and support services in TVET teacher training. IYF and VETA foresees the training of master trainers ensuring the sustainability and delivery of the employability services across all VET centers. Thus contributing to government interventions toward achieving SDG 4 and 8.



THIS IS
MOHAMMED

An agent of positive change.







97%

of VET Youth showcased improved life skills 3 months after training

Mohammed was a Business Operation Assistant student at VETA Mtwara. He started at Level 1 in 2014, and graduated Level 3 in 2015. Then, he kick-started his career as an accountant for three years at the VETA SACCOS. During his employment period at the VETA SACCOS (2015 - 2019), Mohammed left his mark as an engaged and faithful team player committed to reaching organisational goals. "Given the confidence that my colleagues had vested in me," Mohammed said, "I was driven to take a bold step. I decided to take a short course in driving that will prepare me to run a transport business one day."

During his short course, Mohammed also got the opportunity to learn about life skills. "Life skills truly honed my personal competencies," he explained. "I was able

to learn the benefits of responsible behavior which really helped me when I was working as a boda boda rider before I got the call to my current job."

In 2019, the Government of Tanzania placed a prohibition on plastic bags. All plastic carrier bags were prohibited from being imported, exported, manufactured, sold, stored, supplied, and used in Tanzania Mainland. This environmentally friendly shift away from plastic packaging opened new doors for innovative packaging options. In particular, paper and cardboard-based products which are regarded to be more sustainable.

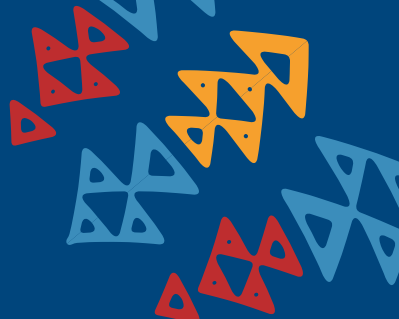

Seven months later, Mohammed whose team spirit is as palpable as the determination you see in his eyes, was busy being trained by

Eden Paper Bags Factory to produce a sustainable alternative brand of brown packaging bags to be sold to the 100,800 people that reside in Mtwara. Given his track record as a diligent team player in his former workplaces, Mohammed was handpicked for this job.

“

I enjoy working at a company that contributes towards positive environmental outcomes. My life skills training increased my confidence in my ability to learn a new technical skill.





In January 2020, Father Paul Haule the CEO of Eden Paper Bag reached out to Mohamed and other VETA graduates that had been recommended to join Eden Paper Bags. The company is the number one producer of alternative bags in the region of Mtwara and is owned by the Catholic Church in the Mtwara Diocese. The company manufactures and distributes high-quality bags in high standards and with regard to environmental protection.

After a series of interviews, Mohammed was one of five students selected to join the technical team. Mohammed shared, "I am so proud to have been hand-selected. It has increased my self-esteem and belief in my ability to work together with others to reach positive outcomes." Father Haule has never disclosed to Mohammed the VETA contact that

recommended him, but Mohammed thinks it is either a manager or a teacher who noticed his great team player skills. "Teamwork is essential, and I truly believe that it is the reason why I have a job that I enjoy doing of taking care of the environment for all future Mtwara dwellers."

Mohammed underwent 10 days of skills training and seven days of practical training to run the paper packaging machine before the factory opened. The factory opening was attended by the Regional Commissioner and other key players like SIDO (Small Industries Development Organization). Now, Mohammed explained, "I enjoy working at a company that contributes towards positive environmental outcomes. My life skills training increased self-confidence in my ability to learn a new technical skill."

“

Teamwork is very important and I truly believe that it is the reason why I have a job that I enjoy doing of taking of of the environment for all future Mtwara dwellers.



His employer, Father Paul Haule, said "Employing Mohammed was one of the simplest decisions I have ever made. Mohammed made a positive first impression during his interviews when he asserted that he will be committed to making sure that he reaches the factory's production goals. He understands that the success of the company means that he will also be successful." Father Haule also added that out of all his staff, Mohammed is the one with the least leave requests from the workplace. "This says a lot about Mohammed's work ethic. He is in it, to win it--and not just for himself, but for the company and everybody else."



**TEAM
PLAYER**

**MOHAMMED
KASSIM
HAJI**

26 years

MOHAMMED'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*



CAREER PROGRESSION



VETA Saccos
Accountant

Boda Boda Rider

Production Operator

SOFTS SKILLS MOHAMMED EMBODIES AT WORK



LIFE SKILL THAT HAS HELPED HIM THE MOST AT WORK



SOFT SKILLS THAT HE WOULD LIKE TO LEARN MORE:



Would go back for career guidance
Proactiveness

WHAT SKILL OF THE FUTURE IS THE MOST IMPORTANT TO HIM



Adapting Curiosity Sense making

MOHAMMED'S
2030
DREAM

That by 2030 Tanzanian youth will have a stable source of income given the quality of education that they hold

WHICH SECTOR SHOULD BE FURTHER DEVELOPED BECAUSE IT MAKES A SIGNIFICANT CONTRIBUTION TO THE NATION?

AGRICULTURE

CONTRIBUTION TO SDG

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



Sustainable consumption and production (SCP) is about "the use of services and related products, which respond to basic needs and bring a better quality of life while minimizing the use of natural resources and toxic materials as well as the emissions of waste and pollutants over the life cycle of the service or product so as not to jeopardize the needs of further generations".

LIFE SKILLS

1 **PERSONAL COMPETENCIES**
Mohammed understands the benefits of responsible behavior and demonstrates responsibility in a variety of situations in the workplace.

2 **PROBLEM SOLVING AND
MANAGING CONFLICT**
Insights garnered during the course empower him to understand and manage conflict in a positive way.

3 **HEALTHY BEHAVIORS**
A sense of worthiness enables him to distinguish between healthy and unhealthy habits and make the right decision.

4 **EFFECTIVE WORK HABITS**
Ability to demonstrate ethical work behavior to build trust in the workplace makes him a good employee.

5 **SKILLS FOR PROFESSIONAL
GROWTH**
Mohammed has potential to grow professionally as he is a quick adapter and also has the ability to identify the types of support he needs in the professional world.

6 **ENTREPRENEURSHIP**
Active participation in the workplace shows that Mohammed is well placed to identify learning opportunities to learn and grow from. This will lay a good foundation in case he wants to be self-employed one day.

7 **SERVICE LEARNING**
Sympathy and empathy for others empowers him to make personal connections that yield positive results.

EMPLOYER ENDORSEMENT



Employing Mohammed was one of the simplest decisions I have ever made. Mohammed made a positive first impression during his interviews when he asserted that he will be committed to making sure that he reaches the factory's production goals. He understands that the success of the company means that he will also be successful.

Paul Eleutherius Haule

CEO, Eden Paper Bags Groups





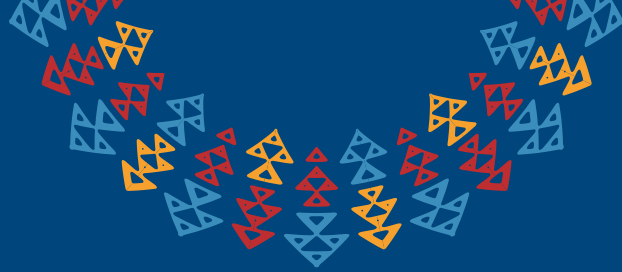


THIS IS **GLORY**

Born to Lead







Glory started her career as an attendant at the Cashew Nut Hotel. This was after studying from 2016 to 2017 and graduating with a VETA certificate in Food, Beverage and Services. Her leadership skills enabled her to be promoted to receptionist within a short period, and that's not all. Her employer has trusted her to the point that she takes on a supervisory role at the hotel. "I currently make a lot of decisions at my workplace," Glory said. "My life skill set has enabled me to make choices with positive consequences for the company. My customer care skills are above par. This is of additional value as I work in the hospitality sector."

The Cashew Nut Hotel is located at one of Tanzania's best natural deep water harbors--Mtwara. If you are lucky enough to stay or dine at the Cashew Nut Hotel, Glory might be there to greet you with a warm smile at the reception desk--proving

that Tanzania's hospitality is unparalleled.

A multi-skilled lady, we found Glory in the middle of procuring food and beverage supplies for the hotel whilst also preparing the weekly stock of fresh prawns. "I am a leader at my workplace," she explained. "My employer trusts me to take the lead and to ensure that things are running smoothly." Glory started working at Cashew Nut Hotel in July 2018 and has been a rising star right from the start. Since then, she has managed to take on a lot without losing the smile on her face or the determination in her eyes.

When asked what her favorite soft skills are, she states, "I learnt so much while at VETA; some of the skills that I have relied on during the years to enable my success are the importance of time management and prioritization, how to live well with others, controlling emotions,

understanding work ethics and how to develop a support network in the workplace. With a smile on her face, she tells us that "In my current supervisory role, I demonstrate responsibility, personal values, and respect for self and others." We leave Cashew Nut Hotel then head out to Mikindani Yacht Club for a sundowner.

“

I currently make a lot of decisions at my workplace. My life skill set has enabled me to make choices with positive consequences for the company.



16453

youths reached with Vā
Jiandalie Ajira Pogramme



**BORN
LEADER**

GLORY
ALOYCE
SECHU
23 years

GLORY'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*



CAREER PROGRESSION CASHEW NUT HOTEL



SOFTS SKILLS GLORY EMBODIES AT WORK



LIFE SKILL THAT HAS HELPED HER THE MOST AT WORK



SOFT SKILLS THAT SHE WOULD LIKE TO LEARN MORE:



- Leadership in action
- Planning a community service project

WHAT SKILL OF THE FUTURE IS THE MOST IMPORTANT TO HER



- Leading
- Critical Thinking
- Feeling

GLORY'S
2030
DREAM

That by 2030 Tanzania
will be a reputable brand
in global hospitality.

WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?

TOURISM

CONTRIBUTION TO SDG

5 GENDER
EQUALITY



TARGET 5.5: ENSURE FULL
PARTICIPATION IN LEADERSHIP
AND DECISION-MAKING

Ensure women's full and effective participation
and equal opportunities for leadership at all
levels of decision-making in political,
economic and public life.

LIFE SKILLS



1 PERSONAL COMPETENCIES

Glory understands the benefits of planning
to get results and integrates that to ensure
that her company goals are met.



2 PROBLEM SOLVING AND MANAGING CONFLICT

As a supervisor, her positive attitude and
assertive communication ensure that
things run smoothly.



3 HEALTHY BEHAVIORS

Glory dresses modestly and appropriately
for work, understanding her value as a
respectable woman.



4 EFFECTIVE WORK HABITS

She holds the ability to prioritize one day's
tasks in order to manage time effectively.



5 SKILLS FOR PROFESSIONAL GROWTH

Glory has potential to scale to bigger
management heights because she possess
the personal characteristics and the ability
to lead others.



6 ENTREPRENEURSHIP

Glory is a good negotiator, if she ever wants
to branch out into hospitality on her own,
she will be able to form a good team and
successfully negotiate with others for
good deals.



7 SERVICE LEARNING

Her leadership instincts enable her to take
on a social responsibility role at her current
company.

The left half of the image features a solid yellow background. Overlaid on this background are numerous small, stylized geometric shapes, primarily triangles and diamonds, in shades of green and orange. These shapes are arranged in a repeating, somewhat random pattern across the entire yellow area.

THIS IS **HAMIS**

A creative thinker.





Hamis Pascal studied at VETA Dodoma and now works at TANROADS where he plays a part in protecting the biodiversity of Tanzania by tending and growing gardens. When you walk into the TANROADS office in Dodoma, you will be greeted by a flower bed of tall bearded irises landscaped on the edges of a lush green grass front with palm trees. Dodoma is a hot climate, making tall bearded irises the perfect flowers to grow as they prefer at least 6-8 hours of sunlight a day in their natural habitat. The creative person that beautifies the TANROADS offices is none other than Hamis Shija Pachal, who surprisingly did not study Flower Arrangement and Decoration at VETA. Instead, he took Carpentry and Driving courses, but today he is playing a creative part in protecting the country's biodiversity.

Getting employed in a field different from what you studied is a testament to the transferability of

the skills Hamis learned. "Gardening comes naturally to me," Hamis said "I was born in a creative family and I watched my mother garden, so this is an inherent gift that I have. When it comes to applicable skills that I leverage daily, proactiveness and creative thinking are top skills for me." These are both skills which were honed during his life skills classes at VETA.

Hamis thinks green. On a normal day, he begins by making sure that the two gardens are perfectly watered—not overwatered or underwatered. He makes sure the foliage is healthy and then decides which flower selections to add to the garden. "I always ensure that the flowers I want to introduce to the garden are native so as to attract and provide a sanctuary for our pollinator pals, such as butterflies and bees." He will then go to the other office's garden and do the same. Hamis practices sustainability by ensuring that he saves water and also

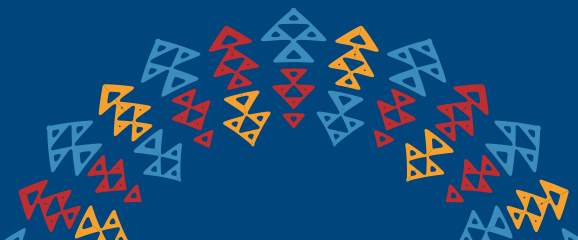
reuses tree clippings and compost for mulch.

Working at TANROADS has not been all flowery. Conflict occurred once when new flower selections went missing and no one wanted to own up. "Luckily for me, I understood that conflicts are a normal occurrence in life and at work, so I did not take the search for the flower thief personally. Instead, I used my life skills to address the problem and we were able to know who took the flowers and came up with a resolution."

Rehema Myagambe, Office Supervisor at TANROADS, vouches for Hamis saying that, "Hamis is very respectful and very responsible. His habit of being proactive is very outstanding as it gives you the confidence that he will go above and beyond while implementing his duties." Rehema added that Hamis always takes and carries out orders very well, making him not only a

“

Luckily for me, I understood that conflicts are a normal occurrence in life and at work, so I did not take the search for the flower thief personally.





good gardener but also a good team player.

One of a gardener's greatest goals and challenges is to plan for a season of continuous blooms: from Irises, marigolds in dry seasons to Jesus plants and Zinnias in wet seasons—and everything in between. Hamis dreams of tending more gardens in Dodoma and all over Tanzania that will flower throughout the year and attract bees, butterflies and birds - for a better future for all Tanzanian-kind.



392

partner trainers trained to deliver life skills to young people.

A photograph of a man, Hamis Shiya Pascal, smiling and looking down. He is wearing a vibrant, long-sleeved button-down shirt with a geometric pattern of red, yellow, and blue circles on a tan background. The background is a bright, outdoor setting with palm trees and lush greenery under a clear blue sky. A solid green rectangular box is overlaid at the bottom of the image, containing white text.

CREATIVE THINKER

HAMIS
SHIJA
PASCAL
31 years

HAMIS'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*



CAREER PROGRESSION

GARDENER

SOFTS SKILLS
HAMIS EMBODIES
AT WORK



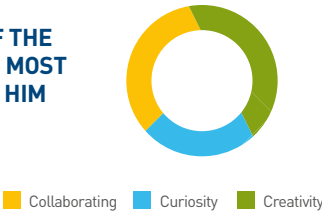
LIFE SKILL THAT HAS
HELPED HIM THE MOST
AT WORK



SOFT SKILLS THAT
HE WOULD LIKE TO
LEARN MORE:



WHAT SKILL OF THE
FUTURE IS THE MOST
IMPORTANT TO HIM



HAMIS'S
2030
DREAM

That by 2030 biodiversity values have been integrated into national and local development and poverty reduction strategies and planning processes and are being incorporated into national accounting, as appropriate, and reporting systems.

WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?

HORTICULTURE

CONTRIBUTION TO SDG



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

LIFE SKILLS



1 PERSONAL COMPETENCIES

Hamis respects himself and also others, this ensures that wherever he is employed he creates a conducive environment for everyone to remain productive.



2 PROBLEM SOLVING AND
MANAGING CONFLICT

His time at VETA empowered him with the right skill set to manage conflict and come to a wise resolution for the benefit of everyone involved.



3 HEALTHY BEHAVIORS

As a man of reproductive age, Hamis leads a healthy lifestyle ensuring that he commits most of his productive time towards workplace activities.



4 EFFECTIVE WORK HABITS

Hamis manages his time well and is also attuned to the times and needs of others' biodiversity.



5 SKILLS FOR PROFESSIONAL
GROWTH

His penchant for receiving feedback in a constructive manner will ensure that he remains employed as he keeps sharpening himself for the task at hand.



6 ENTREPRENEURSHIP

Hamis is a creative thinker and is passionate about biodiversity. When ready and if he ever decides, he could use his creativity to set up a garden business.



7 SERVICE LEARNING

Empathy for others ensures that he manages conflict well with a win-win outcome.



EMPLOYER ENDORSEMENT



Hamis is very respectful and very responsible. His habit of being proactive is very outstanding as it gives you the confidence that he will go above and beyond while implementing his duties.” Rehema added that Hamis always takes and carries out orders very well, making him not only a good gardener but also a good team player.

Rehema Myagambe

Office Supervisor at TANROADS




THIS IS
NYAWASHA

Superwoman







Nyawasha studied Electrical Installation at VETA Dodoma in Tanzania, shortly after, she was employed at TANESCO within the construction unit. That is where her current supervisor, Mr. Longolongo noticed her diligence. "I noticed Nyawasha's confidence and the way she also built the confidence of her peers. I took my time to investigate her further. After a thorough investigation, I transferred her to the service line unit - where she is the only woman."

On a daily basis at the service line unit, Nyawasha is responsible for meter installation, drilling holes to set electric poles and high voltage line extension. In a time-consuming job, her life skills studies have proven to be handy. "My ability to manage time, to ensure safety and work protocols are observed and also my team player spirit can be attributed to the life skill course that I took while studying at VETA."

Nyawasha is an empowered woman working in a male-dominated unit at the TANESCO offices in Dodoma. She is part of TANESCO's Service Line Unit. If you are wondering what a service line is; this is the overhead line or cable connecting TANESCO's line to the consumer's. If you travel from Dar es Salaam to Dodoma or on the Great North Road, you are sure to see service lines mounted on big wooden poles all over Tanzania.

40 percent of Tanzania's estimated population of 57 million currently has access to electricity. The government wants to boost the electrification rate to 90 per cent by 2025. According to the late former President Magufuli, the fifth phase government has connected some 9, 570 villages to the grid in the past five years, saying only 2,018 out of 12,228 total villages had access to electricity when he took over the presidency. In the next five years, the government will fast-track electrification to ensure that all 12,22

villages will no longer be in the dark. Nyawasha is part of the Dodoma team that will make this a reality on the ground.

Tanzania aims to boost power generation capacity to 10,000 megawatts over the next decade from around 1,500MW now by using some of its vast natural gas, powerful dams and coal reserves to end chronic energy shortages and boost industrial growth. "Every-time I help a customer requiring an electricity connection, I feel like a true Tanzanian and responsible citizen. I am proud to be a catalyst for Tanzania's vision to power the whole country."

Her supervisor mentions that Nyawasha is a woman to reckon with stating that, "A lot of women that I encounter have very little self-realization. But Nyawasha is different, she understands herself, she is strong and capable of doing any work carried out by a male."

team member, That's what I really value about her."

If given a chance to go back and learn, Nyawasha will go back to learn more about customer care. But in the meantime, she can't wait for the day when the whole of Dodoma will be electrified. "Everytime when the light comes on and the city looks like a galaxy from a hill, I smile to myself because I know I am part of the team that makes that happen - every day."

“

Everytime I help a customer requiring electricity connection, I feel like a true Tanzanian and responsible citizen. I am proud to be a catalyst of Tanzania's vision to power the whole country.



2060

youth transitioned into jobs from vocational training from a sample of

4689 Respondents



SUPERWOMAN

NYAWASHA
KASISI
MATRATO

27 years

NYAWASHA'S
PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*

✓

YES

CAREER PROGRESSION

TANESCO CONSTRUCTION
UNIT

SOFTS SKILLS
NYAWASHA
EMBODIES
AT WORK

Team work

Workplace ethics

Assertiveness

Respecting others

Stress management

LIFE SKILL THAT HAS
HELPED HER THE MOST
AT WORK

TIME
MANAGEMENT

SOFT SKILLS THAT
SHE WOULD LIKE TO
LEARN MORE:

Customer Care

Money Management

WHAT SKILL OF THE
FUTURE IS THE MOST
IMPORTANT TO HER

Focusing

Critical Thinking

Integrating

NYAWASHA'S
2030
DREAM

That by 2030 Tanzanian,
everyone will have access
to power that will enable
them to undertake economic
activities to improve their
livelihoods

WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?

ENERGY SECTOR

CONTRIBUTION TO SDG

7 AFFORDABLE AND
CLEAN ENERGY

EXPAND AND UPGRADE
ENERGY SERVICES FOR
DEVELOPING COUNTRIES

By 2030, expand infrastructure and upgrade
technology for supplying modern and
sustainable energy services for all in
developing countries, in particular least
developed countries, small island developing
States and landlocked developing countries,
in accordance with their respective programmes
of support.

LIFE
SKILLS

1 PERSONAL COMPETENCIES

Nyawasha has the ability to work with all
genders and in diverse settings whilst
exemplifying self-respect and respect for others.

2 PROBLEM SOLVING AND
MANAGING CONFLICT

Nyawasha stands up for herself very well,
anywhere she goes you will be sure that
minimize intimidation and bullying.

3 HEALTHY BEHAVIORS

Nyawasha leads a healthy lifestyle and
exercises to stay fit. She understands that
her health is wealth.

4 EFFECTIVE WORK HABITS

She has the ability to plan and manages
her time well.

5 SKILLS FOR PROFESSIONAL
GROWTH

Nyawasha has potential to grow professionally
this is evidenced by the network of support she
has developed at the workplace.

6 ENTREPRENEURSHIP

Nyawasha can transition to entrepreneurship
only if she comes up with a creative idea for
a business. In her current line of work
- TANESCO has a monopoly.

7 SERVICE LEARNING

Sympathy and empathy for others empowers
Nyawasha to make personal connections
that yield positive results.



EMPLOYER ENDORSEMENT



I noticed Nyawasha's confidence and the way she also built the confidence of her peers. I took my time to investigate her further. After a thorough investigation, I transferred her to the service line unit - where she is the only woman. A lot of women that I encounter have very little self-realization. But Nyawasha is different, she understands herself, she is strong and capable of doing doing any work done by a male team member, that's what I really value about her.

Ezekiel Longologo

Supervisor, Service Line Unit, TANESCO Dodoma





THIS IS **ASHA**

Setting standards for building the
nation.





129%

of youth trained on life skills and entrepreneurship were satisfied with the quality of the resulting employment/ self-employment. Exceeding the target placed.

Asha Ngalawa, a 24-year-old female that is in charge of inspecting SGR construction sites, tells us that she has never been unemployed since she finished her 3-year course on Road Construction and Maintenance from VETA Dodoma. Asha was equipped enough to find a job right after she graduated at VETA. She started off as a technician at Mtwivila traders company. One month later, she was employed as an inspector at the Standard Gauge Railway: Dar es salaam to Morogoro project by Yapi merkez and KORAIL JV company.

Working in a male-dominated field, Asha sets the standards by employing the soft skill of teamwork to collaborate well with other workers at the site. And that's not the only soft skill that Asha employs; Developing confidence in self, respecting self and others, also make it to the top 3 soft skills that Asha embodies. **"I am the only female in my workplace and also the youngest employee. Having the right skills to de-**

velop confidence in myself led the boss and my fellow employers in the construction sector to have confidence in me."

Construction activity cannot be overemphasized: it is an integral part of a country's infrastructure and industrial development. On a work-day, you will find Asha ensuring that the SGR construction meets local and national building codes and ordinance. She monitors the construction site periodically to ensure overall compliance and uses test equipment to perform inspections. She also verifies alignment, level, and elevation of structures to ensure building meets specifications. The construction of the Standard Gauge railway plays an important role in boosting economic development and employment in various nations. SGR is also interlinked with another flagship project in the country with also far-reaching benefits; the Julius Nyerere Hydro-power Project. "The new power station will produce twice the electricity Tanzania

currently produces," Asha tells us as she points at the power infrastructure that will transmit electricity to Tanzania's Standard Gauge Railway (SGR) in Morogoro station.

Asha's team spirit was evident at the site as she communicated with her fellow employees. "In my line of work, you will not succeed if you can't communicate and share the right information. My ability to live harmoniously and communicate well with others has enabled me to thrive at my job."



I am the only female in my workplace and also the youngest employee. Having the right skills to develop confidence in myself led the boss and my fellow employers in the construction sector to have confidence in me.

ASHA'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*

 **YES**

CAREER PROGRESSION

INFORMAL LABORER - FOREMAN -
ASSISTANT TECHNICIAN - VETA DODOMA
- TECHNICIAN - INSPECTOR

SOFTS SKILLS ASHA EMBODIES AT WORK



LIFE SKILL THAT HAS HELPED HER THE MOST AT WORK

 **CONFIDENCE IN
SELF AND OTHERS**

SOFT SKILLS THAT SHE WOULD LIKE TO LEARN MORE:



■ Interpersonal communications
■ Problem solving skills

WHAT SKILL OF THE FUTURE IS THE MOST IMPORTANT TO HER



■ Positive solving skills ■ Assertive Communication ■ Assessing Situations

WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?

**CONSTRUCTION AND
TRANSPORT SECTOR**

CONTRIBUTION TO SDG

9
INDUSTRY, INNOVATION
AND INFRASTRUCTURE



**BUILD RESILIENT INFRASTRUCTURE,
PROMOTE SUSTAINABLE
INDUSTRIALIZATION AND FOSTER
INNOVATION**

Inclusive and sustainable industrialization, together with innovation and infrastructure, can unleash dynamic and competitive economic forces that generate employment and income. Building resilient regional infrastructure will facilitate the smooth provision of transport, connectivity and utility services for the sustainable development of the surrounding social and economic communities.

LIFE SKILLS



1 PERSONAL COMPETENCIES

Asha can assert and stand up for herself very well.



2 PROBLEM SOLVING AND MANAGING CONFLICT

Asha's assertiveness ensures that she is not bullied or intimidated considering the fact that she works in a male-dominated sector and workplace.



3 HEALTHY BEHAVIORS

As a woman, Asha has successfully set boundaries that accord her to live a healthy lifestyle amongst her peers.



4 EFFECTIVE WORK HABITS

Asha's team spirit is infectious. She respects diversity and works harmoniously with others.



5 SKILLS FOR PROFESSIONAL GROWTH

As an inspector, Asha has honed the skill of giving constructive feedback as she has to ensure that the builders maintain the standards and assure the quality of the project for government signoff.



6 ENTREPRENEURSHIP

If she decides to take forth entrepreneurship Asha's skill set will enable her to create work.



7 SERVICE LEARNING

Community service is something Asha is looking forward to starting.

ASHA'S
**2030
DREAM**

Advanced construction
technologies for rapid and
sustainable industrialization.

Entrepreneurship

Empowering youth with agency to unlock their full potential.

This is a photo of the Udzungwa Mountain Range. The Morogoro Vocational Teachers Training College is situated on the slopes of the Udzungwa.

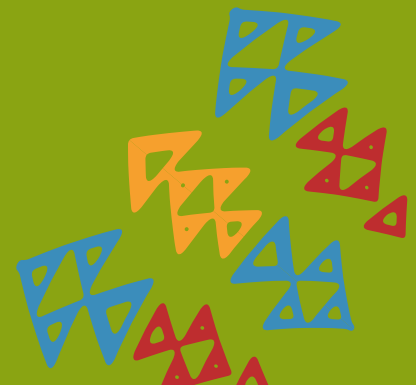


Entrepreneurship

As part of the entrepreneurship component, the Via program worked with the Tanzania Entrepreneurship and Competitiveness Center (TECC), which aims to promote entrepreneurship and competitiveness in Small and Medium Enterprises (SMEs) in Tanzania.

For the period 2016-2020, the programme was implemented in Mtwara, Dar es Salaam (including Pwani) and Dodoma youth were selected in each region and provided with the following services:

- Life Skills (using IYF Passport to Success methodology)
- Mentorship services (Matched with Mentors)
- Financial education





Math Hlw

5th Feb 2021

Today is Friday.

My name is

Match the

with words

Zero

one

Two

0

4

3

Four



JOHN
SAMWEL
CHANDI

27 years

Barua kwa vijana (Letter to fellow youth)

Husia, tumaini na mawaidha.
(Experiences, hope and advise)



Niamini upatapo barua hii
utachukua hatua za makusudi
kuanza mahusiano mema na
kujifunza katika shughuli
halali zenye kukuletea kipato.

I believe that when you receive
this letter you will take deliberate
steps to start building productive
relationships and you will become
committed to undertaking
activities that bring you income.



1346

young have been served
with the entrepreneurship
intervention

Original letter written by John to fellow youth

JOHN SAMWEL CHANDI

S.L.P 1249

DODOMA.

0688-018891

23/12/2020

MPEDWA KIJANA MWENZANGU,

Natumaini ni mzima wa Afya na unaendelea na mapambano ya kulijenga Taifa letu la Tanzania nami nakusalimu sana !

Kwa majina naitwa JOHN SAMWEL CHANDI ni muhitimu wa mafunzo ya TECC awamu ya nne na ni Mwenyekiti wa Kikundi cha Dodoma Youth Environment Care and Sanitation (DYECS-KIZOTA) Kinachojishughulisha na uzoaji taka majumbani lakini pia ni katibu Mkuu wa umoja wa vikundi vya usafi na Mazingira Jiji la Dodoma (UVUMAJIDO). Pamoja na mambo mengi ambayo nimenufaika baada ya kukutana na TECC ni Pamoja na kunijengea uwezo wa kujiajiri kutokana na stadi mbalimbali za Maisha nilizo fundishwa.

Siri ya mafanikio ni uwajibikaji, kuwa na mahusiano mema na watu, kuheshimu na kufuata sheria. Kwa maana hiyo ninayo heshima kubwa kukuandikia barua hii kukujulisha kuwa Jamii inakuhitaji ufanye kitu ili inufaike na uwepo wako kwani kama kijana fursa zipp nyingi mimi nimeona fursa upande wa Mazingira. Wewe umeona wapi ? Anza sasa mtazamo chanya kwani mara zote tunapaswa kuwa na uthubutu mzuri tunapozitazama fursa. Uthubutu mzuri ni ule unaoleta faida na madhara ila yasichukue muda mrefu.

Kushindwa sio jambo baya wakati wote inaweza kuwa fursa ya kufanikiwa Zaidi.

Mfano:- Nilikuwa nimeajiriwa ofisi Fulani hapa Dodoma kwa muda mrefu mara ajira ikafikia mwisho baada ya ofisi kushindwa kujiendesha nikajaribu kuomba ajira sehemu tofauti tofauti lakini nilikosa, nilijisikia vibaya sana na ulikuwa wakati mbaya kwangu katika kipindi hicho ndipo nilipokutana na TECC nikafunguka nikapata wazo la Biashara sasa nimejiajiri na nimeajiri vijana wengine na kipato changu kimeongezeka mara kadhaa ya kile cha mwanzo. Namshukuru Mungu kuona Familia yangu na Jamii kwa ujumla wananufaika/wakinufaika kwa namna moja ama nyingine kupitia ajira/kazi hii.

Wakati mwingine kinachotakiwa ni kujua uhitaji wako kwa wakati huo na ni nani anaweza kukusaidia kutokana na changamoto uliyonayo kwa maana hiyo tunapaswa kuishi vizuri na watu wote kwani kila binadamu anahitaji kusaidiwa na kusaidia wengine kwa kuwa na mahusiano bora na watu ndipo tunaweza kupata vitu hunavyohitaji kwa maana hiyo tunatakiwa tushirikiane na wengine tusiwe watu wakukata tamaa tukamilishe tuliyoyanza lakini pia turidhie kufanya wajibu wetu na zaidi tuwaheshimu wengine kwa kuheshimu mitazamo yao unapokosea kiri na usiwalaumu wengine wanapo haribu rekebisha mambo uliyo haribu wasaidie wengine zingatia sheria jali Afya yako jizuie kufanya mambo kinyume cha sheria uliza maswali kama hauna uhakika na jambo kwani lengo la kuuliza ni kupata ufafanuzi wa jambo na unapouliza sikiliza kwa makini majibu ambayo ndiyo ufafanuzi kwani kusikiliza ni Msingi wa mahusiano bora.

Pia kama vijana tunatakiwa tuwe na nidhamu ya fedha ikiwa ni Pamoja na kuwa na tabia ya kujiwekea akiba kwani kesho haitabiriki hii ni Pamoja na matumizi mazuri ya muda usitumie muda wako kwa mambo yasiyo na tija kwa kukaa kijiweni.

Niamini upatapo barua hii utachukua hatua za makusudi kuanza mahusiano mema na kujituma katika shughuli halali zenye kukuletea kipato.

Mpendwa kijana mwenzako

John S. Chandi



JOHN SAMWEL CHANDI

S.L.P 1249

DODOMA.

0688-018891

23/12/2020

Dear fellow youth,

I hope you are in good health and are continuing with the work of building our Nation of Tanzania, my utmost greetings to you!

My name is JOHN SAMWEL CHANDI a graduate of TECC Phase Four training and the Chairman of Dodoma Youth Environment Care and Sanitation Group (DYECS-KIZOTA) which is responsible for household waste disposal. I am also the General Secretary of the Sanitation and Environment City of Dodoma (VUMAJIDO). Among the many things I have gained after my TECC training is the capacity to build and leverage my self-employment ability due to the various life skills I was taught.

The secret to success is responsibility, having good relationships with people, respect and following the law. In that sense, I have the great honor to write this letter to let you know that the community needs you to do something to benefit from your presence because as a young person, you are surrounded by many opportunities. I have personally seen opportunities in the environmental sector. Where did you see opportunities? Start with a positive attitude now because we have to always be positive when looking for opportunities. A daring spirit is one that brings benefits and risks that do not last long.

Failure is not a bad thing at all, it can be an opportunity to succeed more.

Example: - I was employed in a certain office here in Dodoma for a long time. However, once the job came to an end - after the office closure, I tried to apply for jobs at different places but my efforts were in vain. I was dejected and it was a bad time for me in that period, then I met TECC and they enriched my mindset. I am now self-employed and have employed other young people. My income has increased sevenfold.

I thank God that my family and society as a whole are benefiting in one way or another through my entrepreneurship venture - Dodoma Youth Environment Care and Sanitation Group (DYECS-KIZOTA).

Sometimes what is required is to know your needs at the time and who can help you with the challenge you have. In this sense, I was taught during my life skills study at TECC, that we should live well with all people. This will ensure that we are helped and we help others. We need to have better relationships with people so that we can get the things we need. We need to work with others, not to be discouraged and to complete whatever we start. We also need to be willing to do our duty and more, to respect others by respecting their views when you are wrong and not to blame others when they do wrong. Ask questions if you are not sure about a matter, as the purpose of asking is to get an explanation on the matter. And when you ask, listen carefully to the answers because listening is the basis of good relationships and the mark of leadership in action.

Also, as young people, we need to be financially responsible, including having a habit of saving for tomorrow. This is a good use of time. Don't waste your time on unproductive things by sitting on a chair.

I believe that when you receive this letter you will take deliberate steps to start building productive relationships and you will become committed to undertaking activities that bring you income.

Your fellow youth,
John S. Chandi





JOHN CHANDI

With support from *Via Jiandalie Ajira*, John Chandi, 25, succeeded in opening a youth-led business in Tanzania's capital city. The business is named Dodoma Youth Environment Care and Sanitation Group (DYECS-KIZOTA). The company has licences to clean parts of the Dodoma Municipal. John underwent training at TECC that provided him with life skills, business, and financial training, along with mentoring and access to finance to launch or expand small businesses. In addition to getting support to access capital from the municipality, John worked closely with a mentor (pictured together) to rebuild, rebrand, and redesign his business. Together with other members of DYECS-KIZOTA, John provides employment to 6 other young people. John accredits his leadership skills to the study skills that were imparted to him during his training.



577

Youth formalised businesses
or were supported to grow
their existing business.





JOHN'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE MINIMUM WAGE*



John has employed 10 other young people.

CAREER PROGRESSION

CO-FOUNDER AND CHAIRMAN OF DYECS - KIZOTA COMPANY

SOFTS SKILLS JOHN EMBODIES AT WORK

Hygiene and Dress

Leadership in action for entrepreneurship

Creative thinking for entrepreneurship

Workplace Protocol

Marketing Yourself

Respecting Diversity

LIFE SKILL THAT HAS HELPED HIM THE MOST AT WORK

- Responding to stressful social situation
- Constructive feedback in the workplace

SOFT SKILLS THAT HE WOULD LIKE TO LEARN MORE:

- Leadership in action in the workplace
- Managing Emotions
- Listening: A key to positive relationships

WHAT SKILL OF THE FUTURE IS THE MOST IMPORTANT TO HIM



Collaborating Critical Thinking Creativity

WHAT SKILL OF THE FUTURE IS THE MOST IMPORTANT TO HIM

AGRICULTURE

CONTRIBUTION TO SDG



LIFE SKILLS



1 PERSONAL COMPETENCIES

John is a great leader who listens and empathizes with his staff.



2 PROBLEM SOLVING AND MANAGING CONFLICT

He has the ability to manage conflicts not just within his organisation but also amongst other stakeholders.



3 HEALTHY BEHAVIORS

John educates his fellow youth on how to lead a healthy lifestyle.



4 EFFECTIVE WORK HABITS

John can assert himself, his company's offering and needs very clearly and in a very clear and compelling way.



5 SKILLS FOR PROFESSIONAL GROWTH

John possesses strong leadership skills.



6 ENTREPRENEURSHIP

John's creative thinking landed him the ears of stakeholders that invested within his company.



7 SERVICE LEARNING

John helps the community that surrounds him by employing fellow youth.

JOHN'S
2030
DREAM

That all youth have the relevant and modern skills needed to improve their economic and social conditions.



THIS IS **ZIREDI**

A leader in action, raising up the future
of Tanzania.

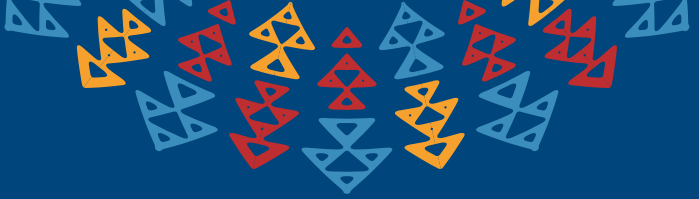




636

youth transitioned
into jobs from TECC
from a sample

731 Respondents



Ziredi Juma took an entrepreneurship course at the Tanzania Entrepreneurship and Competitiveness Center (TECC) in 2017, an opportunity that was shared with her by a social welfare officer that knew about her budding daycare in Tandale. Her course included Training on Business and Entrepreneurship (using TECC methodology) and Life Skills (using IYF Passport to Success® (PTS) methodology). Ziredi's leadership skills were sharpened at TECC. "My knowledge and proficiency in applying life skills, especially social intelligence, leadership in the workplace and problem-solving skills, has made me realise my goal of being a leader in my society especially through nurturing the young generation."

At Zerry's Education Center Daycare in Tandale, over 63 children are provided with pre-primary high quality, culturally-relevant and holistic early childhood education. When

you visit the center you will witness a class in session, some young ones running around and even one out of the 5 caretakers feeding a child. If it's on a Friday, it will be beef pilau with a delicious salsa in the afternoon or nutritional porridge in the morning.

Running a daycare center in Tandale has not been easy, especially because of the socio-economic conditions that make it tough for parents to afford basic needs or school fees. At some point in time, parents could not afford the payment structure of paying 10,000 at the end of the month and 30,000 TZS at the beginning of the month. These brought about a situation where parents started pulling out kids from the daycare. And instead of mentioning the key reasons, they would tarnish the reputation of the school and its standards. "During my TECC training, we were taught about the 3T's of problem-solving

as tatizo (problem), tatuzi (solution) and tokeo (outcome). Our trainer instilled in us the art of identifying the problem, so as to come up with a solution that will bring about a positive outcome. I used the 3T's model to solve the fee structure problem. Instead of parents paying in a lump sum, they now pay 2000 a day when they drop off their child. And no parent will want their child to miss daycare because of 2000 shillings."

Ziredi is a leader in action in her community. She provides a safe and healthy place for toddlers to grow and learn. This period plays a critical role in a child's life, and this time can have a lifelong impact on children's ability to realise their full potential later on in their lives. "I am so proud to be building up my society. And I am also proud that the Ministry of Health saw my potential and appointed me to be the National Facilitator on health issues and life skills."



147

mentors recruited
and trained to train
mentees

“

My knowledge and proficiency in applying life skills, especially social intelligence, leadership in the workplace and problem solving skills, has made me realise my goal of being a leader in my society especially through nurturing the young generation.





LEADING LADY

ZIREDI
JUMA
27 years

ZIREDI'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

PAID ABOVE THE
MINIMUM WAGE*



Ziredi has employed over 5 other young people. This includes an accountant and 4 caretakers.

CAREER PROGRESSION

FOUNDER OF
ZERRY'S EDUCATION DAYCARE CENTER
IN TANDALE.

SOFTS SKILLS
ZIREDI EMBODIES
AT WORK

Problem solving skills

Communication skills

Empathy

Leadership

LIFE SKILL THAT HAS
HELPED HER THE MOST
AT WORK



EMPATHY

SOFT SKILLS THAT
SHE WOULD LIKE TO
LEARN MORE:



Risk taking for Entrepreneurs

WHAT SKILL OF THE
FUTURE IS THE MOST
IMPORTANT TO HER



Innovation

WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?

EDUCATION AND
HEALTH SECTOR

ZIREDI'S
2030
DREAM

That by 2030 pre-primary education will be accessible to all under 3 year olds in Tanzania.

CONTRIBUTION TO SDG

4
QUALITY
EDUCATION



Specifically target 4.2 which ensures that, by 2030, "all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education"

LIFE SKILLS



1

PERSONAL COMPETENCIES

Ziredi has potential to scale her daycare center to other locations in Tanzania as she knows how to live well within her community, respect others and add value to them.



2

PROBLEM SOLVING AND
MANAGING CONFLICT

She solves problems and manages conflict in a way that ensures that the outcome is positive and brings more efficiency to her institution.



3

HEALTHY BEHAVIORS

Ziredi has created a safe space for young children in Tandale that is free from gender-based violence and sexual abuse.



4

EFFECTIVE WORK HABITS

Ziredi has an aptitude for responding to customer complaints and making her daycare better through monthly feedback sessions she has with parents.



5

SKILLS FOR PROFESSIONAL
GROWTH

To Ziredi, sky is not the limit, she is a leader through and through. And also has the willpower to follow through with her vision.



6

ENTREPRENEURSHIP

Ziredi employs creative thinking at her daycare center - from the daycare uniform, to their graduation events and childrens' menu.



7

SERVICE LEARNING

Ziredi identified a service need within her community and created a project to benefit her whole community.

THIS IS
AMON

Trailblazer







110

youths created jobs

As a congratulatory gift for academic excellence, Amon's father gifted him with a bag and unknowingly instilled in him the dream of making bags when he grew up. The dream lingered with young Amon. After finishing high school in Kagera Region, Amon was chosen to play for Yanga Football Junior Team in Dar. He left for Dar hoping that his appointment will provide him with the capital to realise his dream of being a bag-maker.

He met Samweli Lali, his co-founder in 2015 and they began making bags together. The market was tough at first. Amon would take his bags to Kariakoo and other markets but they wouldn't sell. In 2017, Amon decided to pursue further

knowledge at TECC and that's where things started to change for the better. Through TECC, he gained critical life skills, mentorship, and renewed hope for the future. "At TECC, I learnt how to negotiate, solve problems and apply creative thinking at my company."

Amon also had the opportunity to get a loan to expand his business. "TECC facilitated my application to the Presidential Trust Fund where I got a total of 5.5 Million Tanzanian Shillings in two installments. With the increase in capital I was able to scale up and buy better machine and bag materials. "Amon now makes 60 bags in a day. On average he makes 500 bags a month, based on requests, creating an average income of 17,500,000 Tsh a month.



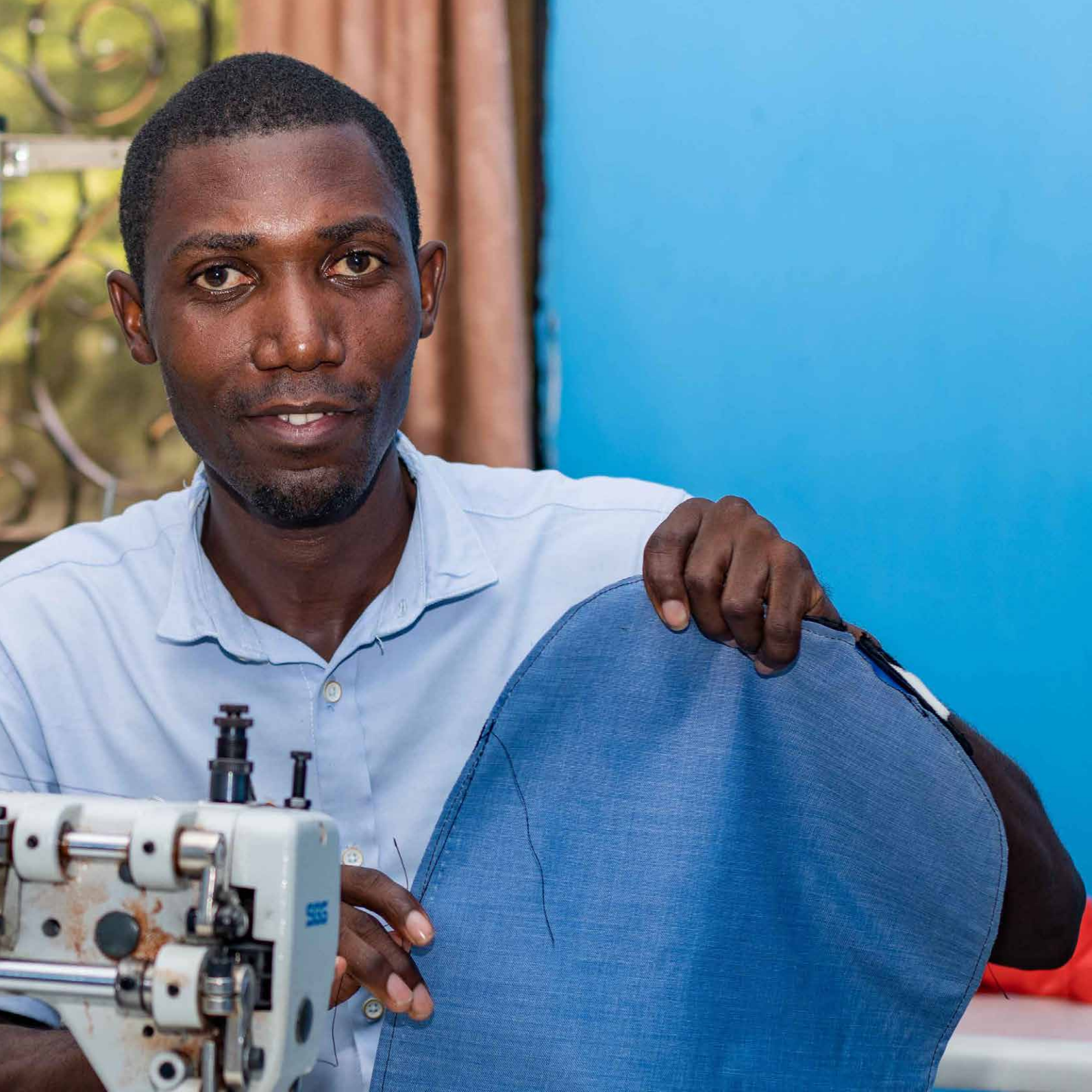
At TECC, I learnt how to negotiate, solve problems and apply creative thinking at my company.

Amon now makes 60 bags in a day. On average he makes 500 bags a month, based on requests, creating an average income of 17,500,000 Tsh a month.



87%

of youth in entrepreneurial market systems transitioned into self-employment, entrepreneurship after receiving life skills and entrepreneurship training at TECC.



AMON'S PROFILE

* The minimum wage that was set for the transferable skills survey was 150,000/= Tshs

**PAID ABOVE THE
MINIMUM WAGE***



Together with his business partner,
they have employed 10 other youth.

CAREER PROGRESSION

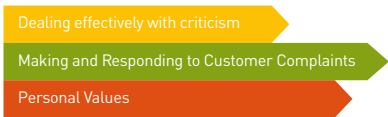
SELF EMPLOYED (TAILOR)

**COMPANY NAME: AFRICAN VYEMA
COMPANY LIMITED**

**SOFTS SKILLS
AMON EMBODIES
AT WORK**



**LIFE SKILL THAT HAS
HELPED HIM THE MOST
AT WORK**

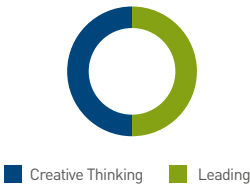


**SOFT SKILLS THAT
HE WOULD LIKE TO
LEARN MORE:**



Marketing
Yourself

**WHAT SKILL OF THE
FUTURE IS THE MOST
IMPORTANT TO HIM**



**AMON'S
2030
DREAM**

Amon hopes that his company
will be able to produce 300 bags
per day. Expand its expertise
and employ more young people.

He also wants to see Tanzania
become a fully industrialized
country through export-led
growth.

**WHICH SECTOR SHOULD BE
FURTHER DEVELOPED
BECAUSE IT MAKES A
SIGNIFICANT CONTRIBUTION
TO THE NATION?**

AGRICULTURAL

CONTRIBUTION TO SDG

**9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE**



Promote inclusive and sustainable
industrialization and, by 2030,
significantly raise industry's share
of employment and gross domestic
product, in line with national
circumstances, and double its share
in least developed countries.

LIFE SKILLS



1 PERSONAL COMPETENCIES

One strength that Amon possesses is time
management skills, he also has a prowess
in future money management and a quick
glimpse at his books shows that.



**2 PROBLEM SOLVING AND
MANAGING CONFLICT**

Amon together with his business partners
manage conflicts amicably and effectively,
putting the best interests of the company first.



3 HEALTHY BEHAVIORS

Amon takes time to take care of his mental
health by taking part in sports activities.



4 EFFECTIVE WORK HABITS

Amon runs an effective workplace with an
in house production team that manages to
deliver on time.



**5 SKILLS FOR PROFESSIONAL
GROWTH**

Amon is a visionary, his leadership skills
will make VEMA go higher.



6 ENTREPRENEURSHIP

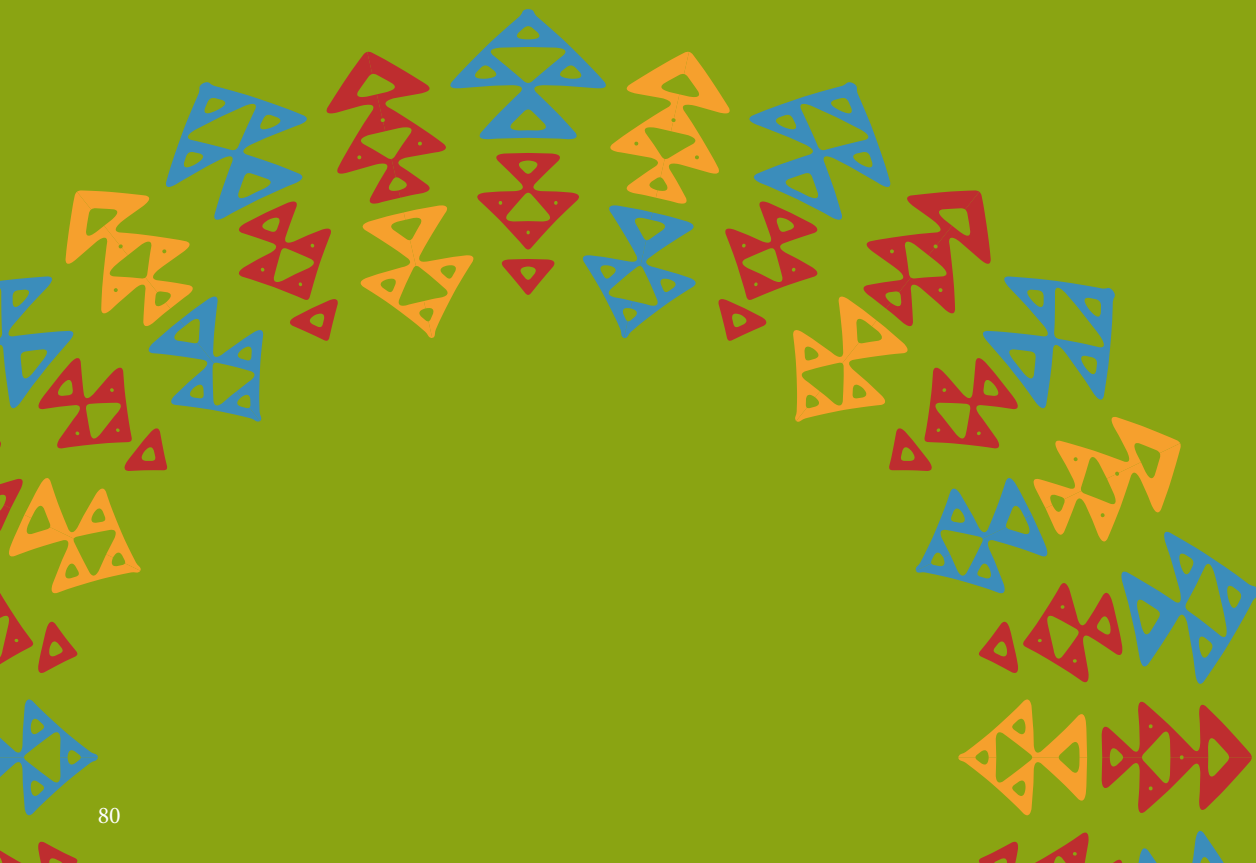
Amon is living out his entrepreneurship
dream. Since he is a trailblazer, he would
make a great mentor.



7 SERVICE LEARNING

Amon can start teaching aspiring bag makers
how to venture into the sector.

Best Practices





How *Via Pathways to Work*
can change students' lives.





Sarah Shebele

Life Skills Advisor
IYF Tanzania



Soft skills impart students with new attitudes and a mindset shift that enables their employability

As the world gets more globalised, educators, employers, and youth themselves are finding that in order for young people to succeed in today's rapidly changing world, they need an educational foundation that includes more than just technical skills. IYF Tanzania on-ground experience and program evaluations have shown that life skills programming helps youth self-actualise, excel in school, make healthier decisions, and be more prepared for work.

Access to the life skills curriculum prepares young people for the world of work and the project of life. Young people also report that the emotional, mental, and practical skills that they are imparted with help them find their reason for being and gives them fuel to move forward with clarity. PTS has been the key to increasing personal competencies for Tanzanian youth. The moment youth understand their life goals it gives them motivation to live. Life skills help students find meaning and chase their dreams.

At the MVTCC, I now see trainers and managers proactively supporting their trainees. They are now focused more on 'what benefits youth' and how they can best support the young people trained at VETA. I now believe a shift in attitude and perspective can change anything!"

“

The curriculum has been rolled out in a way that is practical and engaging. This has led to a change in attitudes amongst students who'd been under the impression that only students weak in their studies chose vocational training. The PTS curriculum has empowered them to take pride in their decision-making process and see the value of their technical skills.

Sarah Shebele

Life Skills Advisor



LESSONS LEARNT



Self-awareness

Self-awareness is a key soft skill within the curriculum and has enabled students to understand their strengths and shortcomings, and the ability to form start-up support systems that enable them to work efficiently and productively.

Clemence Kimario
IYF Project Manager, Dodoma RVTSC



Improved decision making

A broad array of social and health behaviours have been addressed in the curriculum. This has resulted into a wider range of positive outcomes including: conflict and violence prevention, active and responsible citizenship, and improved sexual and reproductive health amongst students who now have a framework for decision-making.

Lucas Mkude
IYF Project Manager, Mtwara RVTSC





Herieth Ngerema
Life Skills and Career Guidance Officer
IYF Tanzania

Effective Communication

This can be credited for bringing significant success for scholars. This is because, without effective communication, all other skill sets are rendered useless. Assertive communication that is taught during the course enables students to be effective salespeople, a critical skill for any profession.

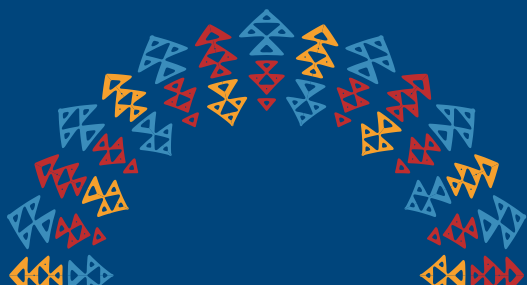


Arafat Lesheve
Youth Engagement Officer, IYF Tanzania

Youth with agency need platforms for engagement

One key aspect of the *Via Pathways to Work* programme was the youth engagement component that served to amplify youth voices. Young people that are empowered with life skills and agency need platforms where they can contribute their perspectives in a meaningful and open way. This was made possible through Youth Speak programme that complimented *Via Jiandalie Ajira*.

This youth engagement component utilised video diaries, youth-driven television programming, focus groups discussions (FGDs), surveys, and validation workshops and youth public dialogues that enabled youth to have influence and give inputs on interventions and share opinions, success, aspiration with leaders and other ecosystem actors. So as to elevate youth voices and build system capacity, IYF delivered a 2-day youth engagement training to student council leadership and support staff that focused on enhancing the relationships and information flows between VETA staff and student leadership.





Stella Ndimubanya, Director of Vocational Education and Training

1.

VIA JIA HAS ADVANCED TEACHER GROWTH THROUGH ITS PTS METHODOLOGY AND SUSTAINABLY EMPOWERED YOUTH TO BECOME NATION BUILDERS

They say give a man fish and you feed him for a day, but if you want to feed him for a lifetime teach a man to fish. Via Jia has proven to be a sustainable project given its approach of not only integrating Passport to Success within the students curriculum but also providing PTS training to trainers of trainers at the only vocational teachers training college in Tanzania. This approach will enable the program's impact to be felt not only during its implementation but also in the years that follow.

Within the VETA system, we offered life skills but the PTS, job placement and career guidance services are way more student-centered and experiential. The Via Jia methods have proven to be a true game changer, as the curriculum and services are intentionally designed to cater for the diverse learning styles of our students.

The curriculum has also had a transformative impact on our students' lives. By empowering a student with tools to self-actualise, Via Jia has developed youth that are ready to become nation builders.



BEST PRACTICES



Mr Samweli Kaali, Principal MVTCC, Morogoro

2. MASTER TRAINERS SHOULD RECEIVE CONTINUAL SUPPORT AND EVALUATION

The life skills curriculum and career services are extremely important for the VET system in Tanzania. There is currently the will and action to scale up what IYF Tanzania has started. To deepen the systemic changes, master trainers are important and key for the scaling up of the curriculum. Trainers—and their students—will stand to benefit if trainers will receive continual evaluation and support.





BEST PRACTICES

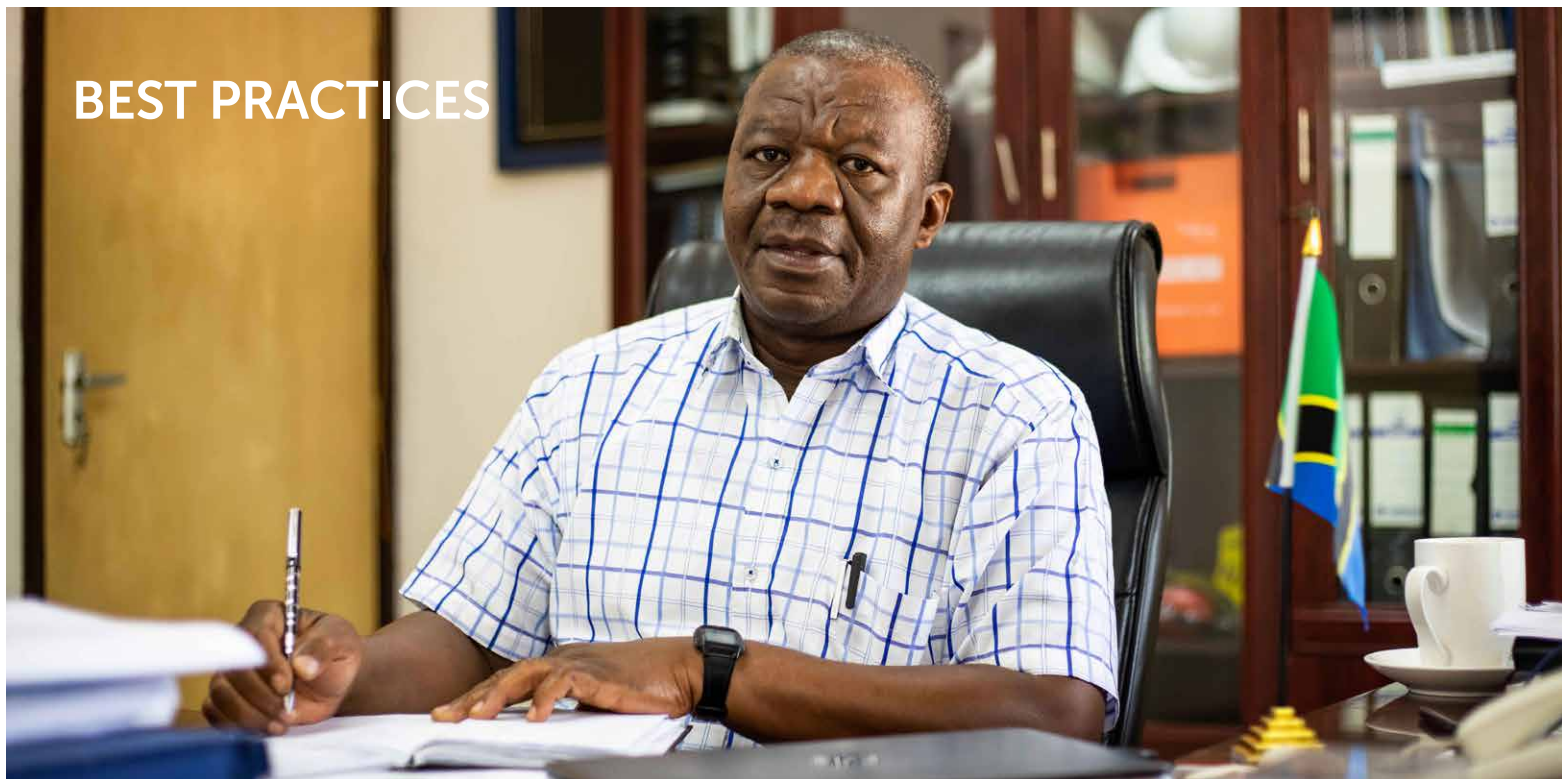
Leonidaz Mushobozi, Registrar, VETA Dodoma

3. **ENSURE THAT YOUTH ARE EMPOWERED DURING AND AS A RESULT OF THE JOB PLACEMENT PROCESS.**

Since the life skills curriculum has been integrated into our system, I have noted a feasible change amongst our students' behaviors. One surefire solution is job placement services. Job placement service provides youth with the contacts, confidence and competencies they need to find employment. All members of the job placement team should have a shared philosophy of youth empowerment regardless of gender, race and ethnicity. Job placement services are essential as they address many of the problems that affect young people, especially those with social and economic disadvantages, from gaining access to job opportunities. The service should strengthen young peoples' employability skills, including the ability to continue to learn. It is our job to help youth become active and productive throughout their lives by developing key competencies.



BEST PRACTICES



Joseph Kibehele, VETA Mtwara Principal

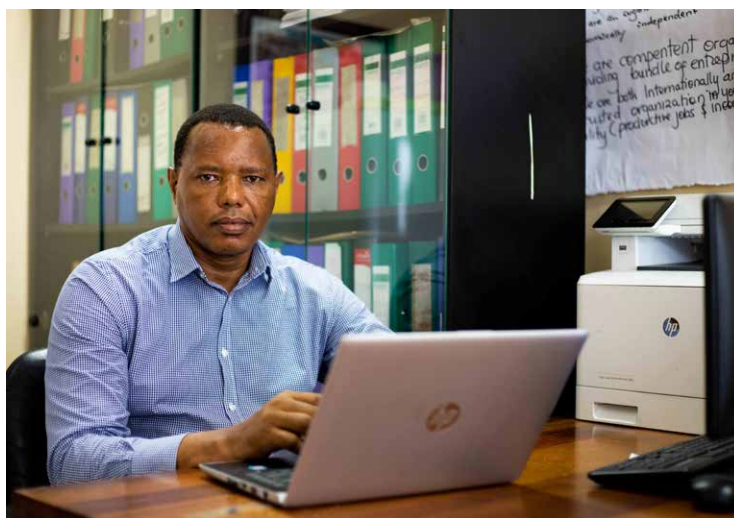
4.

INTEGRATING SOFT SKILLS DEVELOPMENT WITHIN TVET SYSTEM ENHANCES QUALITY AND RELEVANCE

Via Pathways to Work was a timely project that supports the government's Development Strategy and other government ambitions, to reform the TVET sector and meet the skills requirements of a growing economy. The curriculum has now been developed further so as to be fit-for-purpose within the TVET system. To scale and implement throughout the system, a framework should be developed that will include national occupational standards, curriculum development and teacher training.



RECOMMENDATIONS



Daniel Mghwira, Executive Director, Tanzania Entrepreneurship Competitive Center

5.

EXPAND SOFT SKILLS IN FORMAL EDUCATION SYSTEMS

It is paramount to expand soft skills development across the various Tanzania educational curriculums and school cultures. Soft skills should be deeply integrated with academic learning rather than neglected or treated as stand-alone. To realise this, reforms are highly needed. This could be achieved through shifting the teacher role toward becoming a learning facilitator, infusing active learning across curriculum and pedagogy, and offering engaging extracurricular activities.



RECOMMENDATIONS



Peninah Tenga, TECC Mentor

6. **SUPPORT AND MENTOR YOUNG PEOPLE SO THAT THEY ARE ABLE TO IDENTIFY THEIR PERSONAL LIMITATIONS, RECOGNIZE AND VALUE THEIR ABILITIES AND POTENTIAL, AND BE AWARE OF THE DEMANDS AND COMPETENCIES REQUIRED IN THE WORLD OF WORK.**

Access to the right information can help overcome young entrepreneurs' lack of experience. It's highly recommended to stakeholders to identify and recognize the talent of young entrepreneurs and the merits of nurturing those talents through mentorship while appreciating that failure is part of learning about the way to success. Young entrepreneurs should also be encouraged to develop peer to peer organisations and networks at national, regional, council and community levels



Abbreviations

CEO - Chief Executive Officer

DYECS - KIZOTA - Dodoma Youth Environment Care and Sanitation Group IYF - International Youth Foundation

KTS - Key to Success

MERL - Monitoring, Evaluation, Research & Learning

MVTCC - Morogoro Vocational Teachers Training Center

PTS - Passport to Success

RVTSC - Regional Vocational Training and Service Centre

SACCOS - Savings and Credit Co-Operative Society

SDG - Sustainable Development Goals

SGR - Standard Gauge Railway

SIDO - Small Industries Development Organization

SMEs- Small and Medium Enterprises

TANESCO - Tanzania Electric Supply Company

TANROADS - Tanzania National Roads Agency

TECC - Tanzania Entrepreneurship and Competitiveness Center

TVET -Technical and Vocational Education and Training

VET - Vocational Education and Training

VETA - Vocational Education and Training Authority



Annexes

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7. Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16. Dar es Salaam, Tanzania, and Rockville, Maryland, USA: MoHCDGEC, MoH, NBS, OCGS, and ICF.
8. United Republic of Tanzania, 1998. Tanzania Development Vision 2025.
9. United Nations, Department of Economic and Social Affairs, Population Division (2017). World Population Prospects: The 2017 Revision.



**Ni wakati wa
kung'ara**

It's time to shine.



via JIANDALIE
AJIRA

