



# Via: Jiandalie Ajira Newsletter

## Project Overview



VETA, TECC, and MVTTTC have been working with the International Youth Foundation since 2015 to improve economic opportunities for young people in Tanzania (Dodoma, Dar es Salaam, Mtwara, and Morogoro) with support from the Mastercard Foundation. Via facilitates sustainable changes and refinements in the TVET and entrepreneurship systems so that services and offerings are more responsive to the needs of young people and industry.

## Key Results to date



## Career Support Services

Background blurb on need for career support services in vocational trainings

### Career Guidance

- Stimulate self-discovery and independence among young people
- Promote the full development of young people
- Support young people in planning for and envisioning their futures
- Enable young people to adapt and adjust course without compromising their development goals

### Job Placement Support

- Increase young peoples' awareness of education & employment opportunities
- Establish and accelerate information flows that can connect different employability actors
- Promote equal opportunities in access to employment
- Bridge the gap between the labor market, young people and training providers

## How?

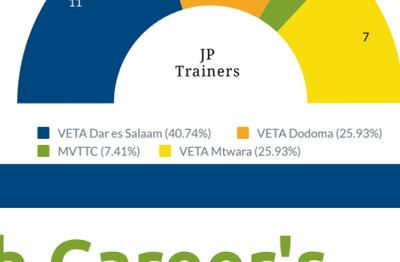
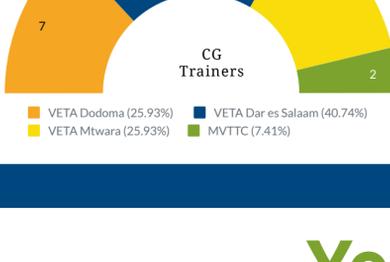
## The model: Career Support Services at VETA

### Career Guidance Services

- Career Awareness day, before enrolment
- Career Guidance provided after enrolment; trainee receives 18 lessons
- One-on-one session with trainees

### Job Placement Services

- Employer mapping and engagement
- Job placement lessons; trainee receives 5 lessons
- Youth support services
- One-on-one session with trainees



## Youth Career's Obstacles

- FINDING A JOB OR MAINTAINING A BUSINESS**  
The most common need expressed was to find a job to support themselves and their families. Many youth who were working prior to the pandemic have since lost their jobs. Young entrepreneurs are struggling to maintain their businesses and customer base.
- MONEY & INCOME**  
The second most commonly mentioned need was income. Without employment prospects, youth are struggling to support themselves. Young people and their families have suffered a significant decrease in income, while at the same time, the cost for some basic commodities has increased.
- EDUCATION**  
Many students expressed the desire to complete their studies and were disappointed with the interruption in their life plans. They worried that they were now unprepared to take exams for their courses and that their previous investments would be wasted.
- AN ENGAGING PROJECT OR ACTIVITY**  
For a handful of youth, the biggest challenge was being forced to stay idle at home with nothing to do. Some of those young people mentioned they would rather be finishing their courses or working, but finding a meaningful project or activity could also meet this and bring them some fulfillment while they are stuck at home.

## New Innovations and Resources for VETA Career Support Services



Guideline on Career Guidance, Counselling and Job Placement for Vocational Education and Training (VET) Institutions in Tanzania



VETA Strategy on provision of Life Skills and Career Support Services



Career Guidance and Job placement service manual for Vocational Education and Training Facilitators



Career guidance and job placement units/ staff at VETA centers

## Recommendations

What is needed for effective Career Support Services Programs?

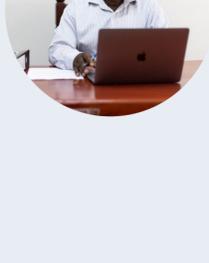
- Needs assessment:** Before tailoring an intervention, assess what's working and not working within the targeted environment.
- Pathway approach:** Career guidance isn't an end in itself but a process. Youth need support along a continuum beginning with identifying their core skills/interests and ending with job placement support.
- Market the service with community education in mind:** Effective marketing can go a long way to raising awareness among parents and the community at-large of the importance of career planning.
- Psychological profile/skills assessment:** Youth often enter technical training without a strong sense of their strengths, weaknesses, and innate attributes. Psychological testing and skills assessments help youth focus their talents in the right direction.
- Life skills:** Youth often lack the soft skills—self-confidence, discipline, effective communication—to identify opportunities and successfully interview for a job.
- Make it engaging:** For young people to proactively pursue a career path, they need to feel passion for their future and the steps needed to achieve long-term goals. Training offerings need to engage, inspire, and motivate youth.
- Job placement counseling:** Youth need one-on-one encouragement to identify opportunities, troubleshoot obstacles, and follow through on their goals.
- Mentorship:** Youth benefit from the support of mentors, who can speak from their own experience in charting successful career pathways.
- Employer outreach:** It's important to strengthen communication and ensure values alignment between vocational training centers and employers.
- Internships; field placements:** Young people need opportunities to test their skills and ensure a proper match between their goals and the job market. Field placements not only build skills but sensitize employers to young people's needs and contributions.
- Ensure quality control; ongoing training:** In delivering new curricula, trainers need support and opportunities to share learnings with peers.

## News & Events!



- Wanafunzi-waliochaguliwa-kujiunga-na-chuo-cha-ualimu-wa-ufundi-stadi-morogoro-kozi-ya-walimu-wa-ufundi-stadi-wasaidizi-awamu-ya-kwanza
- Wanafunzi-waliochaguliwa-kujiunga-na-chuo-cha-ualimu-wa-ufundi-stadi-morogoro-kozi-ya-walimu-wa-ufundi-stadi-wasaidizi-awamu-ya-pili
- Visit: [www.mvttc.ac.tz](http://www.mvttc.ac.tz) - Morogoro Vocational Teachers Training College - MVTTTC - News and Events
- [KTS - Life skills course is now found in the Vsomo for free](#)
- Upcoming Event: Via Stakeholders event is on May 2021

## Quoteworthy



**Mr. Mushobozi, VETA Dodoma Registrar //**

"Nowadays I don't have students queue at my office to change their courses, because all of them have chosen the course of their choice. Thanks to Via for bringing career guidance"



**Ms. Athanasia Kisyele, Vocational Teacher, VETA Dar es Salaam //**

"Many young people are making decisions on careers that don't match their interests or talents. Career services and trainings provide direction on choosing the right career."

