



## SKILLS Tanzania Newsletter

► November 2021

The ILO Global Programme on Skills and Lifelong Learning (GPSL3) Tanzania; is a part of the ILO Skills and Employability Branch (SKILLS) and is funded by the Norwegian Agency for Development Cooperation (Norad). The SKILLS programme is committed to working with the Government of the United Republic of Tanzania to **skill**, **reskill** and **upskill** people of all ages.

### Zanzibar Approves Recognition of Prior Learning Guidelines

04.October. The Government of Zanzibar has approved its Recognition of Prior Learning (RPL) guidelines in a process led by an Internal Ministerial Committee. The committee, comprised of heads of departments in the Ministry of Education and led by the Principal Secretary, approved the guidelines after the successful conclusion of the RPL pilot programme and the certification of 172 candidates in April 2021.

Zanzibar, through the Vocational Training Authority (VTA), embraced RPL in 2019 as a process to identify assess and clarify an individual's knowledge, skills and competencies regardless of how, when and where the learning took place against prescribed standards for modular or full qualifications.

VTA Executive Director, Bakari Silima, thanked ILO for supporting guidelines development as well as key partners such as The Zanzibar department of Labour VETA, Zanzibar Employers' Association (ZANEMA), and Zanzibar Trade Union Congress( ZATUC). The guidelines will allow VTA to issue nationally recognised modular certification for all successful candidates. This certification can open doors to many of Zanzibar's informally trained workers who can use their qualification to gain access to more decent work and as well as reskilling and upskilling opportunities.

The successful conclusion of Zanzibar's pilot RPL programme led to the need for concrete guidelines as the programme sets to expand by reaching more beneficiaries specialising in more occupations and in more geographic locations.

### Success Story: Recognition of Prior Learning Zanzibar

Hussein Juma Hassan, like a majority of Tanzania's workforce, was informally trained in his occupation. Hussein worked as a welder for 25 years with no institutional training or certification. He completed school abruptly in 1980, a time of financial hardship for his family. Hussein's father made sure to skills his son any way he could; "He took me to a small warehouse in Tanga Region where I was taught how to weld for two years." For the next 20 years Hussein has held various informal and formal jobs as a welder. It was during his time working at a government

owned agricultural irrigation project as an irrigation truck and machine repairman and welder that Hussein heard about Zanzibar's first Recognition of Prior Learning (RPL) programme. He jumped at the opportunity to reskill and upskill himself and was attracted to the promise of a Vocational Training Authority (VTA) certificate. Hussein joined 171 informally skilled workers at the VTA headquarters and went through an rigorous assessment process by a specialised RPL assessor and received his VTA certificate in April 2021. The certificate and boost in confidence quickly led to a pay raise. "Less than 3 months after graduating, I was given a 20% increase in my salary...I have a lot of responsibilities at work and I'm the unofficial leader of my department, so it was good to see the increase in my salary."

Hussein is also a small business owner: "I wanted to use the knowledge I have gained working with experts from Tanzania, Ghana, Canada to open my own welding business." Hussein wants to retire in the next five years to expand his business as well as train other young welders in his community. His parting words:

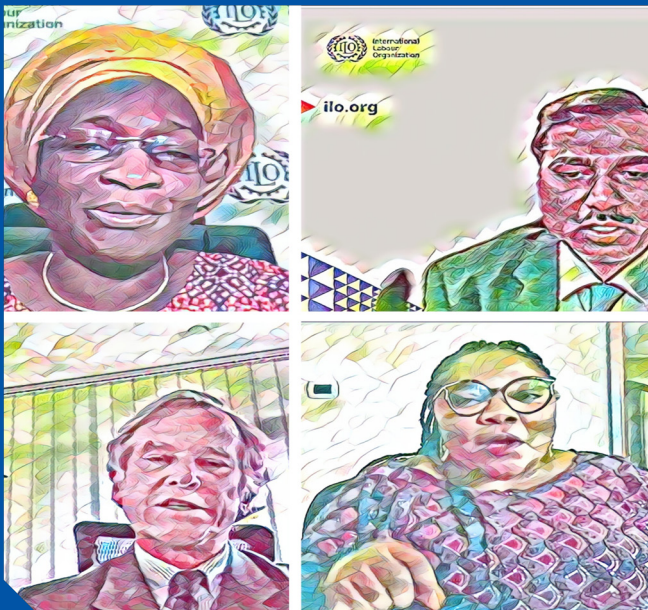
"Failing in school is not failing in life, but you should never stop learning."



Hussein Juma Hassan (Left) taking a break at his work-site with a junior colleague.



## Tanzania joins Continental Virtual Conference on Skills Anticipation and Matching



15-17.September. ILO SKILLS Tanzania, in collaboration with Prime Minister's Office, Labour, Youth, Employment and Persons with Disability (PMO) joined the rest of the continent in a virtual skills fair aimed to raise awareness about the importance of anticipating labour market skills needs. The platform virtual fair provided a much-needed platform for key skills programme stakeholders to dialogue and raise awareness about the strategic role that skills anticipation and matching can play in guiding labour market actors to systematically identify and address future skills needs in order to avoid potential gaps between skills demand and supply.

## ILO hosts Apprenticeship Training of Trainers in Banking and Finance Sector

18.August. The ILO SKILLS programme is proud to work with The Institute of Accountancy Arusha (IAA) and members of the banking and finance sector to develop Tanzania's first degree level apprenticeship programmes. In order to strengthen the programme, ILO hosted a Training of Trainers (ToT) workshop on August 10th to 18th 2021 for apprenticeship trainers in the banking and finance sector.

2021 has seen the successful launch of IAA's apprenticeship Bachelor degree in banking and apprenticeship bachelor degree in insurance and risk management launched with technical support from the ILO SKILLS Programme.

The next crucial steps entail strengthening banking and finance industry partners' understanding of the fundamental modalities of apprenticeship training. Proper training of the banking sector partners is crucial to the success of the programme as apprentices are expected to spend one year of their degree education working in the banking and finance sector.

Key sector partners from the Tanzania Commercial Bank (TCB) and the National Insurance Cooperation (NIC) partook in the training.

High level participants from The Higher Education Students' Loans Board (HESLB) and the National Council for Technical Education (NACTE) also took part in the workshop.

The workshop was launched with the Rector of IAA. In his opening remarks, he emphasised the significance of apprenticeships in bridging the gap between the demand and supply of skills and its role in preparing apprentices for the job market.

He indicated the commitment of the institute in adopting apprenticeship programmes in its tourism sector and IT programs in the coming years. Further, he commended ILO for enhancing the capacities of training institutions in addressing labour market challenges by introducing innovative programs to address issues of skills mismatch and skills gaps.



Institute of Accountancy Arusha Quality Assurance and Control Manager Mr. Catholic Sumuni addressing stakeholders at workshop.



Stakeholder from various private sector and regulatory bodies were present at the training.

## ILO Hosts Skills Anticipation Stakeholders' Symposium



08.October. The Prime Minister's Office, Labour, Youth, Employment and Persons with Disability (PMO) and ILO through the Skills Initiatives For Africa(SIFA), conducting a stakeholders' meeting to develop a National Action Plan for Improving and Strengthening Labour Market Information (LMI) and Skills Anticipation System. Skill anticipation relies on various methods that collate and summarise LMI to analyse skill shortages and labour market imbalances in Tanzania.

The Government of Tanzania, with support from ILO plans to use this forward-looking skills anticipation method to assist in formulating policy responses that overcome skills mismatch. In looking to the future, however, approaches are usually grounded in an assessment of the current situation as reflected in current data and recent developments. Therefore, Tanzania must have correct and up to date data on skills development issues.

## ILO Supports The Tanzanian Water Institute to Develop Apprenticeship Programme Curriculum



30.August. The ILO Skills programme hosted a stakeholder validation workshop in Dodoma to review and validate the 1st draft of the two new curriculums; Sanitation Engineering at Bachelor degree level (NTA Level 7 – 8) and Maintenance Engineering at Ordinary Diploma level (NTA Level 4 – 6)]. The workshop was attended key Water Institute staff and water engineers from across the country whose inputs into the curriculum will be incorporated in the final draft. The water institute of Tanzania is the second higher learning institution to work towards implementing a degree level apprenticeship programmes.

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