I would like to brief on the Program.

BACKGROUND

The idea to establish a formal Apprenticeship Program in Tanzania dates back to Year 2008. This is when ATE in collaboration with ILO initiated the process by convening a Consultative Workshop to explore issues related to upgrading and institutionalization of apprenticeship systems in Tanzania. One of the objectives of the workshop was to discuss and agree on concrete strategies to upgrade traditional apprenticeship and institutionalize modern/formal apprenticeship in the formal employment.

The workshop participants recommended among other things, the need to pilot formal apprenticeship, as one of the ways to addressing serious skills gaps that are increasingly exhibited by new graduates joining the labor market.
ATE then initiated the process by requesting Tourism Confederation of Tanzania (TCT) to commence work with ILO of establishing a pilot apprenticeship starting with the hospitality sector. The rest is history. Today (six years later) we are witnessing the formal launch of the Apprenticeship Program in the Tourism – Hospitality Sector.

**WHAT ARE THE KEY FEATURES OF THE PROGRAM**

The Apprenticeship Program addresses the training (honing of skills, appropriate work place attitude and culture etc) of personnel mainly at the Work place (60 percent) with short stints (40 percent) of theoretical training at the College Institute. This official time breakdown. But in actual sense, it is almost 80:20 taking into account that apprentices spent almost 3 months practicing after official academic year ends.

The Key features of the Program are:

1. This is a **Private Sector led initiative** of training personnel for the hospitality sector. It is a partnership of the **Tourism Private Sector** (Tourism Confederation of Tanzania, Hotel Association of Tanzania and Hotels) working with National College of Tourism (NCT) with support from the **ILO**

2. It is a **Pilot Program** starting in Dar es Salaam because it is something new being introduced. The Program is going through a test run; and all Players are going through a learning process. Which we wish to extend to 2017 in both Arusha and Dar es Salaam.

   We believe during this period we will have enough experience to scale it up and rectify all the challenges we are facing

3. This is the first **Accredited Apprenticeship Program in Tanzania at NACTE Level 5**. Then Apprentices will receive National recognized Certificates that allow them flexibility horizontally or vertically should they choose.
4. **Top Tourism Hotels** are partners making it a highly standardized training program.

5. The Apprenticeship **program is for** a period of two (2) years. During which 36 weeks (9 months) spent training at hotels and 24 weeks (6 months) is spent training at the College Institute (National College of Tourism).

In the first year Apprentices will go through each hotel department and specializes during the second year.

6. The program is being conducted under the supervision and guidance of NCT. Upon satisfactory completion of the Program.

7. There is in place a **Project Management Committee (PMC)** to guide the Program.

   PMC has the following specific roles (i) Provide administrative guidance & technical advice on program development & implementation (ii) Oversee & Monitor the program to ensure quality of delivery and sustainability. However, at the moment there is an interim PMC comprising the following institutions:

   - Ministry of Education & Vocational Employment (MOEVT).
   - Ministry of Natural Resources & Tourism (MNRT)
   - Ministry of Labour and Employment (MOLE).
   - VETA
   - NACTE
   - National College of Tourism (NCT)
   - ILO
   - TCT
   - Hotel Association of Tanzania (HAT)
   - Association of Tanzania Employers (ATE)
   - CHODAWU

   Efforts are underway to confirm the team and strengthen its capacity in guiding apprenticeship training programme in the country.
WHAT IS NEXT FOR THIS PROGRAM

Having started the Pilot program in Dar es Salaam, the next move is to establish a similar program for the North – Arusha as the base point.

TCT/HAT/NCT working with ILO are now working out the details. We are also planning to continue strengthening our capacity and those of our institutions to implement the programme.

In addition, we will promote this programme for more support and participation among ourselves as well as among our partners, lobby for its integration in the work plans of our organizations so that it becomes properly institutionalized.

Moving forward, the Apprenticeship program will be supported by State Secretariat for Economic Affairs (SECO) on Trade Sector Development Programme: Market Value Chains Relating to Horticultural Products for Responsible Tourism Market Access (2014-2016).

Madam Guest of Honour, let me also mention that, In April 2014, a new project on Trade Sector Development Programme: Market Value Chains Relating to Horticultural Products for Responsible Tourism Market Access (2014-2016) was launched. This project is supported by Swiss Government and is implemented through UN agencies including ILO. Some of the funds from this project will be used to strengthen the Apprenticeship programme we are launching here today. This has also been possible through our partnership with ILO.

CHALLENGES

Whilst there has been significant progress to establish the Pilot Program, there are a number of issues that need to be addressed to ensure continued success and sustainability.

The lists of issues are:
1. Need for **continued high level support** for the Program at Ministerial and Policy level to allocate resources and strengthen institutional framework.

2. Need for a **sustainable framework** to ensure apprenticeship program takes root.

3. Need for an **incentive program** to encourage Private sector hotels to take on the training role.
   - Current NCT Fees are high and might discourage participation.
   - Using SDL and TDL
   And this where Government intervention is necessary.

4. Need for continued **drive and support by Tourism Private sector** to champion this program.

5. Need for **capacity support for NCT** to fully manage apprenticeship training.

**APPRECIATION OF SUPPORTING INSTITUTIONS**

This program has reached this far through the **support of ILO and want to thank them** for this. Special thanks go to the ILO Director, UNDAP Project and the technical team including Dr. Ashwani Aggarwal and his National Counterpart Albert Okal.

ILO has provided technical and financial support throughout development of this program:
- Working with TCT/HAT mobilizing hotels to come on board
- Studies to get the program started
- Development of the Curriculum and its implementation tools
- Training of 19 Supervisors from Hotels to supervise the training of Apprentices in hotels
- Supporting the 20 Pilot apprentices
- Working to capacitate NCT to better manage the programme
• It is in the process of hiring international consultant to capacitate all of us to better implement the programme and support the development of the National Apprenticeship framework

It is our Hope, as indicated by ILO Director, that ILO through UNDAP will continue to support us in this endeavor until such time that we shall be able to walk on our own feet.

In addition, We also thanks NCT and its team led by the Mrs. Rosada Msoma (Head of NCT) Naiman Mbise Director of Studies and Francis Makori lecturer. NCT has worked very hard to ensure that the programme kicks off with all its imperfections.

Appreciations also go to Partner Hotels who have made this a reality, with their genuine support and interest and willingness to use their resources to ensure that our young men and women get relevant skills

Lastly but not least I thank the apprentices themselves who have shown commitment, loyalty and have demonstrated professionalism during this programme. You have set precedence for the next group and have encouraged all of us that this indeed is a good training programme that can make a difference in our countries skills development.

Thank You for Listening.

Tourism Confederation of Tanzania
5th September 2014.