



THE LAUNCH PAD

Entrepreneurial And Employability Skills Development Conference

Date: 19th and 20th February

Venue: United Nations- ONE U.N CONFERENCE

Facilitators: The Launch Pad

1. Background

The Launch Pad is a personal and professional development hub established for the main purpose developing human capital by contributing to skills and talent development with the aim of encouraging a skilled, efficient and productive workforce, one that can contribute to economic growth, creation of jobs and decent work.

Tanzania has the Education and Skills for Productive Jobs Program with a timeframe of 2016-2027, which has described key sectors for skills development that would also complement the Five Year Development Plan II, as well as the 5th Government vision and mission of Industrialization,

The National Skills Development Strategy (NSDS) has introduced a new approach to skills development in Tanzania, which is based on 5 principles of; demand responsiveness, dynamism, results orientation, focus, inclusiveness and cross sector coverage.

This is what drove The Launch Pad (LP) to organize this conference with these objectives in mind;

- Convene all respective stakeholders in the areas of skills development and job creation - Convene youth as a human centred design approach to collectively come up with a degree of skills - To address the grey areas in the skills mismatch conundrum - To further identify opportunities and challenges in bridging the skills gap

For the youth participants, there was an application process they had to go through, where we needed to evaluate their backgrounds and ambitions and interests for wanting to attend the conference. We received more than 500 applications, which further demonstrated the need to address the issue of skills development amongst youth.

The Launch Pad Tanzania

P. O. Box 60375, Dar es Salaam, Tanzania, Umoja Street, Mbezi Beach Block D

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Web: www.thelaunchpad.or.tz

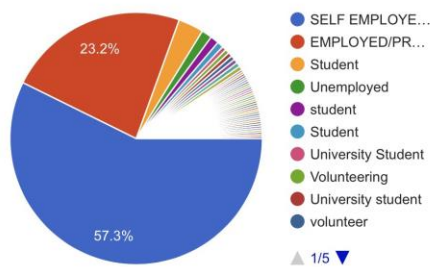


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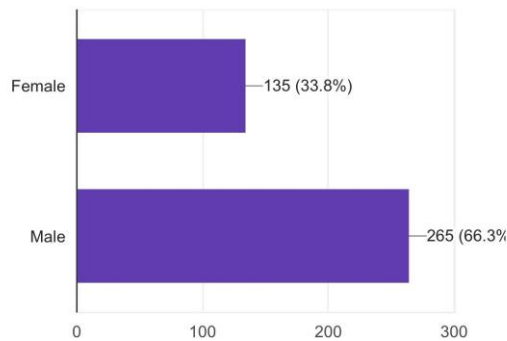
100 Participants attended Day 1, and 63 participants attended Day 2. See data from the application process, outlining number of applicants, background, and gender

AREA OF WORK

370 responses



400 responses



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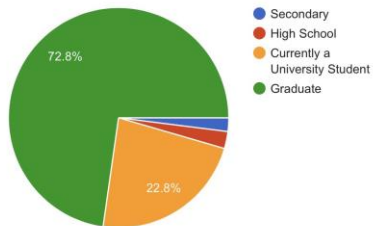
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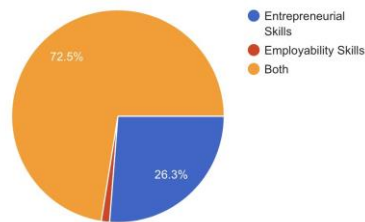
Level of Education

400 responses



Area of Focus for this conference

400 responses



Herewith the list of partners and stakeholders who were in attendance;

- TEEC
- TPSF
- ATE
- MINISTRY OF LABOR
- UN TANZANIA
- ILO
- USAID-Youth Economic Empowerment Program
- VIJANA THINK TANK
- EMPOWER
- NIAJIRI
- SAHARA VENTURES

2. Conference Summary

Ministry of Employment

The Assistant Director, Mr Ahmed Makbel stated that the government has mandated the Prime Minister's office to coordinate and implement the five years skills program (2015-21) with the five main components; Apprenticeship training, internships training, recognition of prior learning skills (RPL), sector based workplace skills training and demand driven skills and entrepreneurship trainings.

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The ministry has a goal of training 11 Million individuals by 2020. As it stands, Tanzania now is at 80% low skilled, 16% medium skilled, and 4% high skilled. The Goal is;

- 50% low skilled
- 35% medium skilled

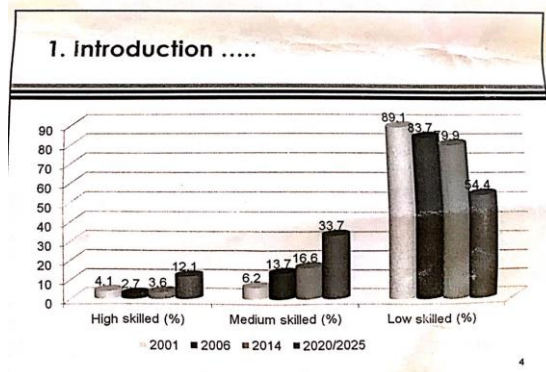
Challenges

- Inadequate training opportunities from the employers; workplace.
- Mind-set problems with the youth; remuneration system. Excerpts from Assistant Director, Ahmed Makbel's presentation

1. Introduction

- In 2014, Tanzania's employed population was 20,030,139, which was 89.7% of labour force and growing at 2.1% per annum (ILFS 2014).
- The employed population is dominated by low skilled work force: 79.9% low skilled, 16.6% medium skilled and 3.6 % high skilled.
- A middle income country ideal labour force skills composition is 54% low skilled, 34% medium skilled and 12% high skilled.
- The trend of past and desired skill levels of Tanzania's labour depicted in graph below.

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3. NSDP Targets for 2015/16 - 2020/21

- Prime Minister's Office – Labour, Youth, Employment and Persons With Disability (PMO-LYED) skills development targets:
 - Apprenticeship training 100,000.
 - Internship training for 1,200,000.
 - Skills upgrading for 1,700,000.
 - Recognition for Prior Learning for 1,000,000.
- Review of National Employment Policy of 2008.
- Developing Internship and Apprenticeship guidelines.
- Strengthen Labour Market Information System.

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5. Challenges

- Inadequate work place slots for training from employers. Efforts underway in collaboration with ATE, TPSF and TUCTA.
- Training curricula of many institutions not reflecting skills needed in the labour market.
- Mindset change towards entrepreneurial and vocational skills instead of degrees. At the same time remuneration structures need to change from education to skill levels based.
- Lack of modules for RPL.

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4. Implementation Status

- NEP 2008 reviewed awaiting approval by Government.
- National Internship and Apprenticeship guidelines developed.
- LMIS capacitated with equipment, HR and transport.
- Internship has started with 150
- RPL started with 4,000 by VETA.
- Apprenticeship for about 12,000

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7. Way Forward

- More partners like The Launch Pad Tanzania take the initiative to provide the necessary skills.
- Follow the guidelines when providing the skills.
- Coordination is important. Partners inform PMO-LYED on initiatives and results.
- *Youth move to emerging and non-traditional jobs.*

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Panel discussion

First Panel- What skills are in demand in the job market today, and what are the challenges towards acquiring them

Moderator- Ngasuma Kanyeka

Panel Speakers

-ATE - Dan Tandasi

-Empower Ltd Ella Naiman

-ILO - Comoro Mwenda

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Skills development- what is the plan to build up technology skills in youth?

- How are the youth dividing their time when it comes to usage of internet to find useful information?

Opportunities only in the mainland- How is ILO reaching the upcountry youths with regards to skills, knowledge transfer?

- Youth groups- different projects by ILO to empower youth in different areas
- Materials provided in swahili to reach the youth
- Role of ILO is support the government

Root cause of the problem- education system of the country, challenges faced. How are we fixing it?

- Internships and apprenticeships are important to changing the employment issues. Making them accessible to the youth to get the skills and experience needed.
- Skills lacking- writing, networking, experience, presentation, time management; cultural stigma when it comes to types of jobs.
- Soft skills are lacking from Tanzania graduates.
- Most unemployed are ones who have graduated and 12% with no qualification.
- Graduates to not only depend on employability but also to start businesses to employ fellow graduates.

What is ATE doing in the skills development; to bridge the gap of

- Provide trainings to members
- Partnerships with stakeholders



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Is there any possibility of changing the curriculum of STEM? - The answer to this was in view of the participants' suggestion. The ministry of education was not represented and therefore we could not get comprehensive answers.

Second Panel –“Creating an enabling environment, opportunities and the role of stakeholders in entrepreneurial and employability skills development”

Moderator- Carol Ndosi

-TPSF- Edward Furaha

-The World Bank- Steven Dimitriyev, Lead Private Sector Specialist for Tanzania

USAID Youth Economic Empowerment Activity- William Creighton

-TEEC- Anna Manoti

- USAID Youth Economic Empowerment Program -William Creighton-

What skills are in demand in the job market? Are the skills sustainable?

- A lot of opportunities in agribusiness sector.
- Soft skills- The way you present yourself; professionalism, customer service, critical thinking, learning/being curious, openness, volunteering, emotional integrity/intelligence, proactivity.
- Candidates to find opportunities to make themselves more employable and not wait to be employed to get these opportunities.

TEEC- Tanzania Entrepreneurship and Competitiveness Centre.

- Link individuals with financial institutions to get loans at lower interest rates; one of the criteria 6 months running business
- Link to mentors, trainings

Information provided at municipals, presidential fund offices, TECC website.

3% are highly skilled in technical areas. The whole point is to create more jobs;

Mechanism of job creation. The cost of doing business in Tanzania is amongst the highest in the world.

Steve Dimitriyev-The World Bank is supporting the government with industrialization but are aware of the skills gap which needs plugging. There are current programmes supported by the world bank including the education and skills development program which is carrying out the national skills development program under the national skills development council.

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3. Conference Outcomes

- More synergies amongst stakeholders to work together on current and upcoming initiatives focusing on skills development in Tanzania
- Youth participants learnt of the different organizations offering opportunities in areas of skills development and youth economic empowerment.
- The Launch Pad was able to draft first draft of skills as per recommendations from stakeholders and participants.
- 63 youth trained in;
 - How to present yourself at the office space -The Strategy of Change: Surviving a VUCA World -Human Centered Design Session and introduction to neuro linguistic programming.
 - The extent of the skills gap was evident and the need for accelerated pace to address the need was established
 - The parallels between Employability and Entrepreneurial skills were explored and a degree of clarity to the inextricable link between the two areas was brought to the attention of all participants throughout the 2 days.
 - Awareness of the importance of skills for employment and entrepreneurial skills was raised to the general public through extensive media coverage including the social media platforms

4. Conference Coverage

<http://www.tanzaniatoday.co.tz/news/the-launch-pad-yawanoa-vijana-mabalimbalijuu-ya-maharifa-ya-kazi-na-ujasiliamali>

<https://issamichuzi.blogspot.com/2018/02/the-launch-pad-yatumia-tasisi-tatu.html>

<https://youtu.be/qA3s7FK1YBs>
-ITV /CHANNEL TEN/TV E

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What worked well:

- Partners and stakeholders were very forthcoming with information on the current status of skills development in Tanzania, the opportunities and challenges in different sectors
- Dialogue and debate on the pressing issues was actively encouraged with clear steering by panellists and moderators to ensure all voices were heard within reason and a consensus reached
- The carefully planned programme of activities over the 2 days promoted a good pace which in turn secured extensive coverage over a wide range of topics with little to no time wasted.
- The atmosphere was conducive for outcome driven discussions where mutual respect and collegial approach further enhanced the learning experience of all participants.

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The Launch Pad Next steps:

- Launchpad to use the outcomes from the conference as well as local, national and International research (on best practice) to publish a decree of skills (national standards) in conjunction with the key stakeholders (Government ministries, Employers, Education establishments, donors)
- Launchpad to plan and deliver a bespoke programme of skills development that is all encompassing and wider reaching in-order to support with National Skills development initiatives.
- Launchpad to engage with the Ministry of Education and other regulatory bodies to reform the Secondary school sector and ensure that skills development is embedded in the curriculum and not just added as a bolt on.
- Launchpad to support the National Skills Development Strategy by deploying a dynamic hybrid approach to skills training which will incorporate the use of an E-learning skills development platform available in dual language (English and Swahili). This will enable the country to reach the targets set in what is increasingly becoming a tight timeline given the widening skills gap (11 million people to be trained by 2020)