



## UJUZI NA AJIRA – Vocational Pathways to Sustainable Critical Raw Materials in Tanzania

Geological Survey of Finland GTK

**Country** Tanzania  
**Sector** Critical Raw Materials Value Chain  
**Duration** 01.01.2026 - 31.12.2027



UJUZI NA AJIRA – “skills and employment” develops the skills needed for Tanzania’s fast-growing critical mineral sector by enhancing and aligning the country’s vocational training with real job opportunities.

### Context

Tanzania’s critical raw materials (CRM) sector – covering minerals such as graphite, nickel and rare earth elements (REEs) – is expanding rapidly, driven by global demand linked to clean energy transition. The government is prioritising domestic processing (beneficiation) to move up the value chain and to capture more economic value locally. This move creates significant job creation potential in mineral processing and related industries, with up to 7,000 jobs created by 2030.

However, companies face difficulties in recruiting workers with the technical skills required for these activities, and this skills gap limits the country’s ability to fully benefit from current and upcoming investments. UJUZI NA AJIRA responds to this challenge by aligning vocational training with concrete labour market needs, supporting a skilled local workforce to take up new jobs across the critical minerals value chain.



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### The project’s OP-VET approach

- **Assesses real employment opportunities** created by mining investments, ensuring that training targets concrete job placements.
- **Engages the private sector throughout the process**, with companies like Tembo Nickel and SANDVIK actively shaping skills requirements and driving the design of short courses and curriculum updates, along with academia and VET providers.
- **Promotes fast, flexible pathways into employment**, including short courses and bridging programs that help graduates to transition quickly into the pre-identified, high-demand occupations.
- **Strengthens VET institutions** through a Training of Trainers (ToT) model that builds long-term capacity and improves the quality of future training provision in alignment with private sector needs.
- **Advances the private-public partnership by encouraging shared investments** in capacity building efforts and continued student apprenticeships.

## Key activities

- Assess existing skills gaps and support concrete job placements in the critical mineral sector.
- Update curricula and develop short courses in collaboration with the industry and regulators.
- Deliver short courses, apprenticeships and job matching for VET graduates.
- Train trainers to strengthen institutional capacity.
- Procure equipment and tools to support more advanced and efficient training.
- Establish monitoring and reporting systems to track progress, job placements and lessons learned.

## Partners



Geological Survey of Finland GTK  
*Lead organisation*



ASNL Advisory Ltd



Redu Edu Ltd



Vocational Education and Training  
Authority

## Why it matters

UJUZI NA AJIRA helps Tanzania translate the growing investments in critical raw materials into local employment and skills development. It also opens clear pathways into higher education, enabling VET graduates to progress into more advanced technical roles. By aligning training with labour market needs, strengthening local institutions and creating inclusive pathways to decent work, the project stimulates economic activity, reduces unemployment, and fuels sustainable growth.

## Expected impact

**200** individuals (60 % women) obtain decent employment after completing VET programmes

**25** local VET trainers are upskilled

**75%** participating private sector stakeholders confirm that VET measures supported by the programme mostly or fully meet their needs



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