

YEE Project Analysis

Youth Economic Empowerment
project summary and analysis

August 25, 2015



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Abbreviations

ADB	African Development Bank	MEO	Municipal Executive Officer
AIDS	Acquired Immune Deficiency Syndrome	MoIYCS	Ministry of Information, Youth, Culture and Sports
AMD	Acting Managing Director	MIPANGO	The Planning Commission
CDW	Community Development Worker	MoLE	Ministry of Labour and Employment
DAEO	District Adult Education Officer	MoNRT	Ministry of Natural Resources and Tourism
DCDO	Director Community Development Officer	NBS	National Bureau of Statistics
DCDO²	District Community Development Officer	NSGRP	National Strategy for Growth and Reduction of Poverty
CCBRT	Community Based Rehabilitation in Tanzania	SIDO	Small Industry Development Organization (Viwanda vidogo vidogo)
CCHS	College of Health Sciences	SCDO	Social Change & Development Officer
CDO	Community Development Officer	SME	Small and Medium sized Enterprise
CODERT	Community Development and Relief Trust	S/VEO	Street/Village Executive Officer
CSO	Civil Society Organization	SWEO	Sub ward Executive Officer
DCOO	District Co-Operative Officer	SWO	Social Welfare Officer
DED	District Executive Officer	TAS	Treasurer Accountant and Salaries
DHRO	District Human Resource Officer	TCCIA	Tanzania Chamber of Commerce, Industry and Agriculture
DIO	District Immigration Officer	TCDO	Town Community Development Officer
DO	District Officer	UHIKI	Uhamasishaji Hifadhi Kisarawe
DYO	District Youth Officer	UK	United Kingdom
DWA	Decent Work Agenda	VEO	Village Executive Officer
EO	Executive Officer	VETA	Vocational Educational and Training Authority
EU	European Union	VSO	Voluntary Service Overseas
FO	Finance Officer	WEO	Ward Executive Officer
FWI	Future World Institute	YDO	Youth Development Officer
GO	Government Officer	YEE	Youth Economic Empowerment
HIV	Human Immunodeficiency Virus	YO	Youth Officer
HRM	Human Resource Manager		
ICT	Information and Communications Technology		
LO	Labour Officer		





Executive Summary

The Tanzania economy continues to grow and provides the potential for many job opportunities for youth. Tanzania has a wealth of human resources; specifically due to having a youth labour force of 15.7m . Yet 10.7% of unemployed labour force are youth.

The situation is even worse for vulnerable youth who have limited access to information for job opportunities. In fact, the World Bank (2013) highlights that, among many other factors, skills shortage is a key contribution to high youth unemployment. Every year, 96% of 700,000 youth job entrants fall into the informal economy and only 4% fall into the formal economy.

The Youth Economic Empowerment (YEE) Project is the EU, Plan International, VSO, VETA, MoIYCS, Codert, Uhiki and CCBRT jointly implemented project aimed at improving and increasing access to employment opportunities and promoting economic empowerment for marginalised young women and men (age 15-35) in nine districts of Tanzania from the five regions of Dar es Salaam, Mtwara, Lindi, Pwani and Morogoro.

To ensure the YEE project efforts are in line with the growing economy, meaning the growing industries and private sector within the five regions, a **skills and labour market information analysis study** was conducted.

The purpose of this analysis is to identify employment opportunities and skills in demand (particularly at entry level), skill gaps among young people, employers (at least 30 per region), and 270 master crafts people to take part in delivering the project. The study has highlighted potential employers and master crafts people who will ensure decent environment for young people to learn and work – including accessibility for people with disabilities.

In addition, the analysis ensured the action is relevant to the market and the interests and skill gaps of marginalised young people. The end result is to increase the chances of young women and men securing self-employment, wage employment, and major opportunities. These include the investment in oil and gas in Mtwara and Lindi, agriculture in Morogoro and Coast, and trade and services in Dar es Salaam. The study informs the selection and development of vocational courses and apprenticeships, and adaptation of the VETA curriculum for new market led skills training.

The **second section** provides a **short summary of the YEE project**. The section explains the need to support youth and how the project plans to do so by specifying key results and interventions, the target number of youth to be reached, and the roles of each implementing partners in providing market led skills.

The **third section** explains the **methodology** used to collect information. The approach used by the labour market and skills analysis team (VSO advisors, Plan International and VETA) was interactive, participatory and predominantly qualitative in its data collection. By doing so, it created a sense of ownership and took into account the features of the target group (illiterate, people with disability and gender). The method used was focus group discussions conducted to employers or master crafts persons, youth and government officers within the district locality. Data collection and analysis were done per district and Initial findings were presented to the larger group of stakeholders from MoIYCS, MoLE, MoEVT, members of International and national NGO/CSOs, Training Vocational centre heads, teachers and employers. Their feedback are included in the report.

The **fourth section** provides **findings per district** and covers the region's top sectors and district profile. It also includes the top 5 job opportunities per each district, the employers and master crafts people available within a district, and conclusions and recommendations. The analysis shows the links between the employer's job selection choices (the demand side) and the youth and government representing public opinion (the supply side). The prioritization of relevant market led skills shows the existing gap between what the market needs (by employers) and what can be supplied (youth). The prioritized 5 top skills per district are the gap the YEE project will support to enhance the equitable supply and demand of vocational skills in relevant districts.

The districts include Lindi District Council (LDC), Lindi Municipal Council (LMC), Mtwara Mikindani Municipal Council (MMC), Mtwara District Council (MDC), Temeke Municipal Council (TMC), Ilala Municipal Council (IMC), Kisarawe District Council (KDC), Kibaha Municipal Council (KMC) and Kilombero District Council (KDC).

The **fifth section** summarizes the **top ten priorities for the 9 districts**. The recommendation is for youth in the nine districts to undertake courses in these priority areas to ensure equitable skills supply. The courses include:

1. Driving and transportation
2. Tailoring and batik making
3. Livestock, poultry, fish keeping and fishing
4. Construction: carpentry, sofa making, painting and electrical installation
5. Cooking, catering and decoration
6. Masonry and brick making
7. Agriculture, horticulture and food processing
8. Mechanics motor vehicles, vehicles and car washing
9. Service sector: saloon, tourism, art and hospitality
10. Small business and entrepreneurship

The **sixth section** provides **key conclusions and recommendations**. It is a fact that the YEE project is a very relevant and timely investment for Tanzanian youth. This was stated by a majority of the people interviewed in this study. This study calls for the project implementing partners to find better strategies to engage people with disabilities and ensure the facilities and training for them are provided during project implementation. Facilitation and coordination of key stakeholders (youth, employers/master crafts people and government officers) are crucial in making sure involvement and communication is done at the right time, right channel and to the right audience. VETA needs to take this opportunity and adapt their curriculum and embrace new courses and cater to the demand opportunities in their specific district/ward. Entrepreneurship and life skills should be delivered as cross cutting courses to all beneficiaries and add salesmanship for youth with disabilities.

1. Introduction

The Youth Economic Empowerment (YEE) Project aims to improve and increase access to employment opportunities and promote economic empowerment for particularly marginalised young women and men (age 15-35) in nine districts of Tanzania from the five regions of Dar es Salaam, Mtwara, Lindi, Pwani and Morogoro.

In doing so, it will contribute to wider efforts to reduce poverty and exclusion among vulnerable groups dependent on the informal sector in Tanzania. The project expects to work directly with 9,100 particularly marginalised young women and men as the main beneficiaries of the project in these targeted areas.

2. YEE Project

In this chapter you find a summary of the Youth Economic Empowerment project and information about the market and skills analysis. This was one of the first steps in the YEE-project.

In proposal *DCI-HUM/2014/751* with reference of the call *EuropeAid/135181/C/ACT/Multi*, Plan International UK applied for the action of ‘investing in People: Education, knowledge and skills. Employment and social cohesion’. The project is about ‘Empowerment for better livelihoods, including skills development and vocational education and training, for marginalised and vulnerable persons and people dependent on the informal economy’. The location of the project will be: Ilala and Temeke Districts in Dar es Salaam region, Kisarawe, Kibaha district and town Council in Pwani region, Kilombero district in Morogoro region, Mtwara District and Municipal Council in Mtwara region and Lindi District and Municipal Council in Lindi region.

In the prescription of the proposal it is said: The proposed action aims to improve and increase access to employment opportunities and promote economic empowerment for particularly marginalised young women and men (age 15-35) in nine districts of Tanzania. In doing so, it will contribute to wider efforts to reduce poverty and exclusion among vulnerable groups dependent on the informal sector in Tanzania. We will work directly with 9,100 particularly marginalised young women and men to ensure they have market-relevant skills; improved links to services which enhance their ability to access self and wage employment; increased knowledge of government support and social protection services, employment law and the status of the labour market; and improved relationships and interaction with government and the private sector to influence decision making. We will also work closely with private sector employers and the national training authority to ensure improved quality of training and employment opportunities.

The action has been carefully designed to promote the inclusion and empowerment of marginalised groups, and we have formed a strong and wide-ranging partnership between international and local CSOs, the national vocational training authority and government ministries. The co-applicants are Voluntary Service Overseas (VSO), Community Development and Relief Trust (CODERT), Uhamasisha Hifadhi Kisarawe (UHIKI), and Tanzania’s Vocational Educational and Training Authority (VETA). Our associates include: Comprehensive Community Based Rehabilitation in Tanzania (CCBRT), the Ministry of Information, Youth, Culture and Sports (MoIYCS), and Ministry of Labour and Employment (MoLE).

The overall objective of the action is “To contribute to reduction of poverty and exclusion among vulnerable groups dependent on the informal sector in Tanzania”. Tanzania’s economy has seen steady growth rates in recent years, and there are growing opportunities in Tanzania for young people – for example, a large investment is being made in Mtwara and Lindi in the gas and oil industry, which will offer significant job opportunities. However, vulnerable youth rarely have access to information about these opportunities, and the World Bank (2013) highlights that, among other factors, skills shortage is a key contributor to high youth unemployment.

In this context, the second National Strategy for Growth and Reduction of Poverty (NSGRP II, 2010-2015), has a strong emphasis on the need to tackle income poverty and inequality among the most vulnerable. Specific goals within NSGRP II include ensuring the “creation and sustenance of productive and decent employment, especially for women, youth and people with disabilities” and “expansion of quality technical and vocational education and training, higher education, and adult, non-formal and continuing education”. The strategy also recognises the need to improve market-relevant skills provision for marginalised groups, strengthen regulation, improve labour market information (including services for job seekers), improve financial support for decent employment creation, and extend social protection, especially to vulnerable groups who are economically active. Quality of employment and strengthening rights in the workplace are particularly important in an economy where most employment opportunities are in small-scale agriculture and the informal sector (National Bureau of Statistics, 2011).

The action will support government policy, such as the NSGRP II, and initiatives such as VETA’s Corporate Plan, which aims to improve market relevance of courses, and double enrolment with an increased focus on vulnerable youth, which is part funded by the African Development Bank, but requires further investment, and the Youth Development Fund, which is making over 20 billion shillings available via the MoIYCS for soft loans for youth income generating initiatives.

By doing so, the action will directly support 9,100 particularly marginalised young men and women to increase employment rates and their income generating potential, and empower them to make informed decisions and represent their interests, thereby contributing to reduction of poverty and their economic, social and political inclusion. Other targets of the action include 18,200 parents/guardians (54% female); 270 master craftsperson's (30% female); 90 VETA instructors (30% female); at least 150 private-sector employers; at least 100 staff (30% female) from national, regional and district government authorities. It will also indirectly benefit 675,482 (361,477, female) young people, estimated as 50% of the population aged 15-35 in the nine target districts through outreach activities, such as radio shows and by increasing youth representation in government decision making.

The first specific objective of the action is 'to improve and increase opportunities for wage and self-employment among marginalised young men and women dependent on the informal sector in Dar es Salaam, Pwani, Morogoro, Lindi and Mtwara regions'. Young men and women experience higher unemployment rates than the general population (as high as 31.5% in Dar es Salaam, ILFS, 2006). The opportunities that do exist are often low paid, or even dangerous, especially where they fall outside the formal regulatory frameworks and protection of government. These problems are more acute for particularly marginalised groups, such as young women and people with disabilities – 11% of people with disabilities are employed according to the 2008 Disability Survey. Young women and men are marginalised economically, socially and politically, and through a deeper analysis of these aspects of marginalisation, we have defined a selection criteria for the 9,100 young women and men, which will be refined with local government authorities in each location, to ensure relevance.

The criteria includes: those who have not done any further skills training, who have very low levels of formal education (not completing primary or lower secondary school), and who are heavily dependent/likely to be dependent on the informal sector. Within this, we will target young mothers and single parents, people with disabilities, those affected by HIV/AIDS, those coming from youth-headed households and particularly poor families, and those with limited engagement with wider civil society groups. Gender is an important cross-cutting theme, as social norms and behaviours often limit young women's opportunities to participate in further training and develop their careers. We will aim for at least 53% of beneficiaries to be female and 10% to be people with disabilities.

Within this group, we realise that we will only be able to reach certain groups, such as those with mobility and visual impairments, and albinism. However, we know more needs to be done to cater for those, for instance, with learning difficulties and hearing impairments, and see this action as a step in promoting disability inclusion in training and employment. To achieve this specific objective, young men and women will benefit from:

- A range of market-relevant transferable, technical and vocational skills training, and work experience to boost their employability and skills for wage or self-employment
- Improved access to appropriate informal and formal financial services, to help young women and men save and manage their money well, and access affordable capital for business or other needs
- Intermediation between VETA and employers and careers advice services, to improve the transition from training to employment
- Increased knowledge of the market, so they can make informed decisions when seeking out employment opportunities
- Increased engagement between the private sector and MoLE to find ways of working towards the Decent Work Agenda
- Promotion of awarding service contracts to youth-led businesses among the partners and private sector employers involved in the action

The market and skills analysis

The analysis is done to fulfil the first specific objective of the project which is 'to improve and increase opportunities for wage and self-employment among marginalised young men and women dependent on the informal sector in Dar es Salaam, Pwani, Morogoro, Lindi and Mtwara regions'.

The labour market and skills analysis is first activity of the project which is done to ensure that the project is relevant to the market, and the interests and skill gaps of marginalized youth. As per the project proposal this activity is to be done by a VSO volunteer with the support from VETA, Plan and VSO itself. VETA is going to develop courses based on the outcomes of this analysis.

In the job prescription for VSO volunteers it is said: 'In Collaboration with Plan International Tanzania the volunteer will conduct a review on the done labour market survey in Kibaha, Kisarawe, Ilala and Ifakara Districts. The review will comprise both desk research and primary research. The volunteers of VSO will analyse and compile the findings from the researches and provide updated available labour market skills per each district'.

'The labour market analysis comprises both desk research and primary research, and will include assessments of both the demand and supply side of skills. The volunteers will identify the available industrial sectors in Temeke Districts in Dar es Salaam Region; Mtwara District and Municipal Councils in Mtwara region; Lindi District and Municipal Councils in Lindi region. For the demand side analysis interviews will be conducted with the identified industry sectors in the areas of analysis, youth focus groups, district and ward leaders. For the supply side analysis, the consultant will identify local craftspeople from sample Wards in all the councils who will provide skills that can support to address skills gaps in the identified labour market'.

The required output is five regional market and skills analysis reports with:

- Number of findings compiled and produced when needed by partners in the project
- Report on updated available labour market skills in all the districts.
- Report and list of identified crafts people.

3. Methodology

This report is based on desk research and data collection through focus group meetings.

3.1 Features of the approach

In this market and skills analysis the features of the approach are:

- Predominantly qualitative data collection
- Interactive and participatory
- Enhance ownership of stakeholders
- Create an atmosphere in which people want to be involved
- Take into account the features of the target group (illiteracy, influence and gender)

3.2 Identification of the focus groups

In preparation with VETA, Plan and VSO, three focus groups were identified and divided upon the council or district level:

- Government officers: District/ Municipal Labour Officer, Community Labour Officer (Ward level), District/ Municipal Youth Officer, Community Development Officer, Ward Executive Officers (WEOs), Representatives from village/street executive officers (VEOs and MEOs).
- Employers and master crafts people: Secretary of Chamber of Commerce, Representatives of different Industries, companies and business (preferably HRM), Representatives of (self-employed or within the industry) master craft people.
- Youth: As much as possible the youth that is the target group of this project: the marginalised youth with a lack of education (illiteracy), a lack of vocational training, no jobs and a wish to enter the labour market (in formal or informal sector). Representatives of female, male and disabled youth. Form each groups 10 persons, divided within the district or council.

In a letter and mail to each district and municipal Government officers or Plan employees are instructed to invite the focus groups, divided all around their district or council.

3.3 Focus group discussion meetings

3.3.1 Preparation of the meetings

The preparation takes place in the first part of June. The VSO volunteers and the VSO coordinator have meetings with Plan and VETA to discuss the terms of reference and the project plan for the labour market and skills analysis. The planning of the meetings is sent to the officers who are going to arrange the invitations and the venue. In the second part of June and July 2015, the meetings are delivered.

For all the three focus groups a different program is made in English and translated in Swahili. With the facilitating partners from VETA, Plan and VSO a guide with content and methods is made. In this way the co-facilitators can prepare themselves. Most of the time, the co-facilitators achieve the content and methods by doing and work shadowing.

On the first day in a new region the project team visit the directors of the District and Municipal Councils to greet them and exchange ideas about the project and the situation in the district or municipality. With the officers (mostly the Youth Officers) who had arranged the invitations to the three different groups the team check the progress and also the venue.

3.3.2 Delivery of the meetings

We held meetings in the morning from 9.00 – 12.00 and in the afternoon from 14.00 – 17.00 hour. Facilitators need to be there by 8.00 in the morning to prepare the flipcharts, the programs, the tables and chairs in a way that people could cooperate.

Not a single meeting started in time. Our fastest start time was delayed by 15 minutes due to the fact that most of the members came on time. Some groups of participants came very late, an hour or even 1 hour 45 minutes too late. Sometimes it is because of the distance and the transportation and in other cases it is just a bad habit or a case of not being pro-active. For those who arrive in time, it is a long time to wait and we had to work very hard to make the best of the meeting in a shorter time or skip lunchtime.

In every meeting, there is the same line of content, but different methods:

- Welcome and who is who?
- Brief summary of the project by coordinator of VSO or Plan;
- Identifying the job opportunities in the district or municipality;
- Prioritizing the job opportunities with three criteria in mind:
 - Is this job opportunity available, are there many required jobs?
 - Is this job suitable to the target group? Suitable for youth with a lack on education and suitable to male, female and disable youth?
 - Can the required skills for this job be achieved during a three month course of vocational training?
- With the top 3, 4 or 5 jobs working in groups to identify
 - the specific tasks of that job
 - the working environment
 - the required technical and soft/ crosscutting skills
 - the employers and master craft people in that particular job;
 - Presentation of the work of the group;
 - Reflection and evaluation of the meeting and looking forward to next steps of the project.

The main facilitating is done by the VSO volunteer. The VETA facilitator or labour market analyst is the first co-facilitator and translated all the Swahili and back in English. VSO and Plan coordinator gives a summary of the YEE-project and takes a part in the facilitation, when it is needed. The other VSO volunteer is collecting the data on the laptop during the meeting and when it is finished.

3.4 Storing and processing data

The desk research has given profiles of every region.

During the meetings the data are collected from different program components like: Who is who? the lists with job opportunities and the prioritising, the specific tasks and the required skills. From each component there is an empty format to each group in all the districts and municipality.

In processing the data, all the input of the groups of a district of municipality was putting together and in this way the content of the findings is produced in the next two chapters.

Findings of each district/municipality are: the number of participants of the meeting, the top five of job opportunities, an overview of the identified employers and master craft people.

Overall findings of all districts are: job descriptions and required skills, number of participants, divided to male and female (included the disables) and the overall reflections and evaluations of the three groups about their meetings.

3.5 Presenting and sharing the findings

In a meeting in Dar es Salaam on 6-08-2015 the findings are presented to all stakeholders of the YEE-project. With a presentation and some assignments about the results of this analysis the participants give their conclusions about the findings and recommendations for the next steps in the YEE-project.

4. Regions

4.1 Lindi Region



Introduction Lindi Region

Lindi Region is located in the southern part of Tanzania. The region is boarded by the Indian Ocean (East), Cost Region (North), Morogoro and Ruvuma Regions in West and Mtwara Region in south. Major tribe in the Lindi region is the Makonde.

The region was formed in 1971 and it's the 4th largest in the country with an area of Total 66.040 km². The area includes the famous Selous Game Reserve (18,000 km², "Wikipedia: Lindi Region," 2015). Lindi region is administratively formed by six districts, which are Lindi Town Urban, Lindi Rural, Nachingwea, Ruangwa, Kilwa and Liwalel (NBS et al., 2013: 79).

According to the population census of 2012 the total population in Lindi Region was 864,652 (NBS et al., 2013²: vii) with a population density of 13/ km² ("Wikipedia: Lindi Region," 2015). The distribution of the population is as follow; young (0-14 years) 39.9%, working age (15 – 64 years) 54.4% and elderly (65 and above) 6, 3% (NBS et al., 2013²: vii).

Natural resources that are found in Lindi region are natural gas, fish, forest products and minerals. The main economic sector of Lindi Region is agriculture. Major commercial crops include cashew nuts, sisal, sesame, oranges, coconuts and soya. Food crops include beans, maize, cassava, paddy, groundnuts and sorghum. Other major economic activities in Lindi Region include the woodworks industry and light manufacturing such as rope and twine, leather products, oil extraction and cashew nut processing (SIDO: Lindi," 2015).

Lindi District Profile

According to 2012 population and housing census, Lindi District had total population of 194,143 people of which 91,647 male and 102,496 female (NBS et al., 2013: 81). The main economic activity in Lindi District is agriculture which includes maize, sorghum, rice and cassava for food crop and cashew, sesame and coconut for cash crop. Other economic activities in Lindi District are fishing, beekeeping and small business ("Welcome to Lindi Region: Lindi Rural," 2015).

4.1.1. Lindi District: Job opportunities, the top 5 jobs of the three groups

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you can find what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

Top 5 Jobs of the Government Officers Lindi District

In Lindi District the meeting on June 24th is attended by 23 Government Officers and 1 VETA Lindi, acting principal: 13 male and 11 female participants.

The ones who gave their position are: VEO (9), Acting VEO (1), WEO (20) in different villages and communities, VETA Lindi acting principal (1), DCDO (1), Labour Officer (1) and Youth Officer (1).

Number	Jobs in the field of:	Score
1	Animal keeping and poultry (Ufugaji)	12
2	Carpentry (Ufundi seremala)	10
3	Masonry (Uashi)	9
4	Tailoring (Ushonaji)	8
5	Small industry (Viwa nda vidogo vidogo)	5

The remaining job opportunities on the list of the Government Officers are: Livestock keeping (Ufugaji mifugo) 5, Small business (Biashara ndogo ndogo) 5, Weaving (Ususi) 4, Peeling cashew nuts (Ubanguaji korosho) 3, Masonry (Uashi) 3, Mechanics (Ufundi magari) 3, Plumbing (Ufundi bomba) 2, Car washing (Kuosha magari) 1.

Top 6 Jobs of the Employers and Master craft people Lindi District

In Lindi District the meeting on June 25th was attended by 16 master craft people/employers and 1 Government Officer: 13 male and 4 female.

Their occupation or position are in the field of: Tailoring (2), Painting, Poultry and Masonry (1), Carpentry (3), Motorcycle (1), Batiki (3), Masonry (4), TCCIA Executive officer (1), Weaving mats and baskets (1), Welding, Well drilling (1).

Number	Jobs in the field of:	Score
1	Small business (Biashara ndogondogo)	9
2	Livestock and poultry (Ufugaji mifugo)	6
3	Tailoring (Ushonaji)	5
4	Masonry (Uashi)	5
5	Carpentry (Ufundi seremala)	5
6	Modern agriculture (Kilimu cha kisasa)	5

The remaining job opportunities on the list of the Employers and Master craft people are: Fishing (Uvuvi) 3, Environment keeping (Utunzaji wa mazingira) 3, Bee keeping (Ufugaji wa nyuki) 2, Electrical installation (Fundi umeme) 2, Mechanics (Ufundi magari na vyombo vya moto) 2, Welding (Uhomeleaji) 2, Cashew nuts peeling (Ubanguaja wa korosho) 1, Plumbing (Fundi bomba) 1.

Top 6 Jobs of the Youth Lindi District

In Lindi District the meeting on June 26th is attended by 34 youth: 13 male and 21 female

The ones, who gave their occupation are in: Poultry (2), Farming (12), Entrepreneurship (6), Small business (1), Carpentry (1), Animal keeping (2), Bricks making (1), Electricity (1).

Number	Jobs in the field of:	Score
1	Poultry (Ufugaji kuku)	9
2	Electrical Installation (Ufundi umeme)	6
3	Weaving/ hairdressing (Ususi)	5
4	Driving (Udereva)	5
5	Painting houses (Upakaji rangi majengo)	5
6	Vegetable garden (Bustani ya mbogamboga) <i>Added after discussion about the availability of the delivery of a training by VETA.</i>	5

The remaining job opportunities on the list of the Youth are: Tailoring (Ushonaji) 8, Batiki making and selling (Utengenezaji/ uuzaji batiki) 6, Interlocking bricks (Tofali za kufungamana) 4, Carpentry (Useremala) 4, Masonry (Ujenzi) 3, Small business (Biashara ndogondogo) 2, Fishing (Uvuvi wa samaki) 2, Soap making (Utengenezaji sabuni) 1, Mobile phone repair (Utengenezaji simu) 0.

Summary of the top job opportunities from all three groups in Lindi District Council

Number	Jobs in the field of:	Score
1	Poultry (Ufugaji kuku)	20
2	Tailoring (Ushonaji)	17
3	Electrical Installation (Ufundi umeme)	17
4	Carpentry (Ufundi seremala)	13
5	Weaving/ hairdressing (Ususi)	13
6	Agriculture (Kilimo)	13

The remaining jobs opportunities in Lindi District Council are: Driving (Udereva) 11, Fishing (Uvuvi) 9, Small business (Biasara ndogondogo), Painting houses (Upakaji rangi majengo) 9, Transportation (Usafirishaji) 8, Livestock and poultry (Ufugaji mifugo) 6, Masonry (Uashi) 5.

4.1.2 Identified employers and master craft people¹

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills and identified master craft people and employers. In the next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training in practice.

In Lindi District the three groups together made a list of:

Number	In the field of:	# of identified craft people/ employers
1	Tailoring	22
2	Fishing	7
3	Carpentry	14
4	Transportation	2
5	Modern agriculture	20
6	Livestock	8
7	Masonry	7
8	Small business	17

4.2 Lindi Municipal Profile

According to 2012 population and housing census, Lindi Town had total population of 78,841 people of which 37,525 male and 41,316 female (NBS et al., 2013: 85). Agriculture is the main economic activity for people in Lindi Town. 50 percent of the residents of the Town are farmers. Major food crops are cassava, maize and millet. Major cash crops are cashew nuts, sesame and coconut.

Other economic activities in Lindi Town are animal husbandry and fishing. Animal husbandry is done on a very low level but fishing is an economic activity done by many people, especially those that live along the Indian Ocean. The production volume from fishing is not big because the type of tools that are used. Further economic activities include wholesale trading, retail and small business. Manufacturing is done by very few people in Lindi Town (“Welcome to Lindi Region: Lindi Urban,” 2015).

4.2.1 Lindi Municipal: Job opportunities, the Top 5 of three groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you can find what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

Top 5 Jobs of the Government Officers Lindi Municipal

In Lindi Municipal the meeting on June 24th in the afternoon is attended by 24 Government Officers: 9 male and 14 female, 1 unknown.

The ones who gave their position were MEO (11) and WEO (10) in different communities, Acting Managing Director (1), DCDO (1), Labour Officer (1) and Youth Officer (1.)

Number	Jobs in the field of:	Score
1	Animal keeping and poultry (Ufugaji)	12
2	Carpentry (Ufundi seremala)	10
3	Masonry (Uashi)	9
4	Tailoring (Ushonaji)	8
5	Small industry (Viwa nda vidogo vidogo)	5

¹The list with identified craft people and employers will be handed over to the project members.

The remained jobs opportunities on the list of the Government Officers are: Agriculture and irrigation (Kilimo na umwagiliaji) 4, Bee keeping (Ufugaji) 3, Shallow well drilling 3, Mechanics (Ufundi magari) 3, Fish keeping (Ufugaji wa samaki) 1, Electrical installation and electronics (Fundi umeme na simu) 1, Food processing (Usindikaji wa vyakula) 1, Welding (Uhomeleaji) 1.

Top 5 Jobs of the Employers and Master craft people Lindi Municipal

In Lindi Municipal Council the meeting on June 25th in the afternoon is attended by 19 master craft people/employers and 1 Youth Officer: 15 male and 5 female.

Their occupation or position are in the field of: Mechanics motor vehicles, Fundi pikipiki (3), Shoemaking, Mikumbi shoes (2), Tailoring and embroidery, Kushona na kudalizi (5), Welding (2) Welding and trade (1), Carpentry, Seremala (1), Mechanics (1), Maki engineering (1) Garage, Modi brother gerej (1) Mpoka general (1) Dressing saloon (1) Youth Development Officer (1).

Number	Jobs in the field of:	Score
1	Motor mechanics (Ufundi wa vyombo vya moto)	17
2	Tailoring (Ushonaji)	12
3	Welding & Fabrication (Ufundi Chuma)	7
4	Carpentry & Joinery (Useremala)	5
5	Entrepreneurship studies (Masomo ya ujasiriamali)	5

The remained jobs opportunities on the list of the Employers and Master craft people are: Shoemaker (Ufundi viatu) 4, Small factory/industry (Viwanda vidogo) 4, Hair dressing saloon (Uusi wa nywele) 3, Electrical installation (Ufundi umeme) 2, Food preparation (Mapishi) 2, Livestock & poultry (Ufugaji) 0, Vegetable garden (bustani za mbogamboga) 0, Plumbing (Ufundi bomba) 0, Bee keeping (Ufugaji nyuki) - mistake, was not on the list for prioritising, Publisher and book seller – mistake, was not on the list for prioritising.

Top 6 Jobs of the Youth Lindi Municipal

In Lindi Municipal Council the meeting on June 26th in the afternoon is attended by 29 youth and 1 Youth Officer: 14 male and 16 female.

The ones, who gave their occupation are in the field of: Embroidery, Fundi cherehani (1), Entrepreneurship, Ujasiriamali (1), Driving, Dereva (1), Nursery teaching (1), Youth Officer (1) and just Youth, Kijana (25).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	18
2	Computer application (Matumizi ya kompyuta)	11
3	Nursery teaching (Ualimu wa chekechea/awali)	8
4	Poultry (Ufugaji kuku)	7
5	Fishing (Uvuvi)	4
6	Decoration (Upambaji)	4

The remaining job opportunities on the list of the Youth are: Vegetable garden (Bustani za mbogamboga) 3, Carpentry (Useremala) 3, Welding (Uhomeleai vyuma) 2, Curving (Uchongaji vinyago) 2, Food preparation (Upishi) 2, Small business Biashara ndogo ndogo 2, Tailoring (Ushonaji) 2, Printing and the bookmaking (Uchapishaji na utengenezaji vitabu) 1, Fire extinguisher business (Biashara ya kuzima

moto) 1, Plumbing (Ufundi bomba) 1, Shoemaker (Ufundi viatu) 0, Batiki making (Utengenezaji wa batiki) 0, Mechanics (Ufundi magari/pikipiki) 0, Masonry (Uashi) 0, Simsim/sims agriculture (Kilimo cha ufuta) 0, Weaving basket (Utengenezaji Vikapu) 0.

Summary of the top job opportunities from all three groups in Lindi Municipal Council

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	20
2	Animal keeping & poultry (Ufugaji kuku na wanyama)	19
3	Driving (Udereva)	18
4	Motor mechanics (Ufundi wa vyombo vya moto)	17
5	Carpentry (Ufundi seremala)	15

The remaining jobs opportunities in Lindi District Council are: Computer application (Matumizi ya kompyuta) 11, Masonry (Uashi) 9, Nursery teaching (Ualimu wa chekechea/awali) 8, Welding and the fabrication (Ufundi Chuma) 7, Small industry (Viwa nda vidogo vidogo), Entrepreneurship studies (Masomo ya ujasiriamali) 5, Fishing (Uvuvi), 4, Decoration (Upambaji) 4.

4.2.2 Identified Employers and Master craft people Lindi Municipal ²

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training to the youth.

Number	In the field of:	# of identified craft people/employers
1	Livestock & poultry	18
2	Carpentry	31
3	Masonry	18
4	Tailoring & batik	41
5	Entrepreneurship	15
6	Motor mechanics	15
7	Welding	8

4.2.3 Conclusions and recommendations Lindi region

In this paragraph you find a compiled input and reflections from stakeholders during the meeting on August 6th 2015 in which most findings of this analysis has been shared.

In the Lindi region all the six groups identified a lot of craft people, but no employers. This reflects the major economic activities in the region. In a next step of the Yee-project it would be worthwhile – when employers need to be involved in the project- to do specific research to the companies and industries that are there.

On the Top 5 opportunities there is a big difference between the government outlook and their policy. The identified jobs are valuable for the Yee-project and job opportunities like fishing, farming, transportation and poultry need to be identified in a VETA curriculum.

²The list with identified craft people and employers will be handed over to the project members.

Nursery teaching and computer application may not be suitable for the project, it takes too much training than the available three month of vocational training. In the end on the selection of jobs there is a need to combine views from all groups. In that next step of the project it is also important to consider the implication of gender and disability on the selected jobs. For each job field more details of the skills are needed and also small business and small industries need to be targeted and related to the selected jobs. People in the region need to cooperate for gender and disability inclusion, more effort need to be done.

Further data in Lindi Region can be found in Annex 1

4.3 Mtwara Region



Introduction Mtwara Region

Mtwara Region is located in the southern part of Tanzania. It borders Lindi Region to the north, the Indian Ocean to the east and separated by the Ruvuma River from Mozambique in the south. To the west it borders Ruvuma Region (MIPANGO et al., 1997²: 1).

The 1948 and 1967 censuses indicated that the majority of the indigenous people of Mtwara Region were of Bantu origin. The most dominant groups are the Makonde. They made 60% of the population. This group is followed by the Makua and the Yao (4). The region occupies 16,720 km² which makes it the second smallest region after Kilimanjaro (1).

Mtwara region is administratively formed by seven districts, which are Mtwara Municipal, Masasi Town, Mtwara Rural, Masasi Rural, Newala, Tandahimba and Nanyumbu (NBS et al., 2013: 87). According to the population census of 2012 the total population in Mtwara Region was 1,270,854 (NBS et al., 2013²: vii) with a population density of 76/ km² ("Wikipedia: Mtwara Region," 2015). The distribution of the population is as follow; young (0-14 years) 38.5%, working age (15 – 64 years) 54.8% and elderly (65 and above) 6.7% (NBS et al., 2013²: vii).

Natural resources that are found in Mtwara Region are natural gas, minerals, fish and forest products ("SIDO: Mtwara," 2015). The main economic sector of Mtwara Region is agriculture. Major food crops include cassava, millet and sorghum. Only recently has maize gained popularity. Cashew nut is the most dominant cash crop in the region. Others are groundnuts and sim sim. Livestock keeping is not traditional among the region's population and is not very big. Near the coast fishing is another economic activity but on a small scale (MIPANGO et al., 1997²: 34). Next to recent economic development in the gas industry major economic activities include salt processing & packaging, cassava products, oil extraction (sunflower and groundnut) and cashew nut processing ("SIDO: Mtwara," 2015).

Mtwara District Profile

According to 2012 population and housing census, Mtwara district had total population of 228,003 people of which 107,922 are male and 120,081 are female (NBS et al., 2013: 87).

4.3.1. Mtwara District: Job opportunities, the Top 5 of three groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised

by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

Top 6 Jobs of the Government Officers Mtwara District

In Mtwara District the meeting on July 3th is attended by 25 Government Officers: 19 male and 6 female.

The ones who gave their position are: VEO (7) and WEO (13) in different villages and communities, CDO (1), DCOO (1), SWO (1), DIO (1) and DYO (1).

Number	Jobs in the field of:	Score
1	Motor Vehicle Mechanics (Ufundi magari)	11
2	Tailoring (Ushonaji)	10
3	Carpentry (Ufundi seremala)	9
4	Masonry (Ufundi uwashi)	8
5	Welding/Fabrication (Uchomeleaji vyuma)	7
6	Electrical Installation (Ufundi umeme)	7

The remaining job opportunities on the list of the Government Officers In Mtwara District are: Food preparation (Upishi wa chakula) 6, Plumbing (Ufundi bomba) 5, Entrepreneurship (Ujasiriamali) 3, Agriculture (Kilimo) 2, Driving (Udereva) 1, Sports (Michezo) 0, Carving (Uchungaji) 0, Arts (Saraa) 0, Livestock keeping, poultry husbandry (Ufugaji wa kuku) 0, Fishing (Uvuvi) 0, Horticulture (Kilimo cha mbogamboga) 0, Tourism (Utalii) 0, ICT (Tehama) 0, Metal Craft (Uhunzi) 0, Bee keeping (Ufugaji) 0.

Top 5 Jobs of the Employers and Master craft people Mtwara District

In Mtwara District the meeting on July 2th in the morning is attended by 16 Master craft people and 1 Government Officer: 13 male and 4 female.

Their occupation or position are in the field of: Tailoring (2), Painter, Poultry and Masonry (1), Carpentry (3), Motorcycle (1), Batiki (3), Masonry (4), TCCIA Executive officer (1), Weaving mats, Ususi wa mikeka (1), Welding and well drilling (1).

Number	Jobs in the field of:	Score
1	Carpentry (Ufundi seremala)	10
2	Electrical Installation (Ufundi umeme)	9
3	Tailoring (Ushonaji)	7
4	Masonry (Ufundi uwashi)	7
5	Community tourism (Utalii wa kijamii)	4

The remaining job opportunities on the list of the employers and master craft people in Mtwara District are: Carving (Uchungaji) 3, Clay handcraft (Ufinyanzi) 2, Market linkage (Utafutasi masoko) 2, Business relation (Uhusiano wa kibiashara) 1, Horticulture (Kilimo cha mboga mboga) 1, Hospitality (Kukaribisha wageni) 1, Food preparation (Mapishi) 0, ICT (TEHAMA Technolojia ya habari na mawasiliano) 0, Plumbing (Ufundi bomba) 0, Poultry and husbandry (Ufugaji wa kuku)

0, Motor vehicle mechanics (Ufundi magari) 0, Fish keeping (Ufugaji wa samaki) 0, Fishing (Uvuji) 0, Sign writer (Wachoraji) 0, Metal designing and welding (Uchomeleaji) 0, Metal craft (Uhunzi) 0, Tour guide (Usindikizaji watalii) 0, Shoe making (Fundi natu) 0, Performing arts (Sanaa za maonyesho) 0, Hair dressing (Ufundi ususi wa nywele) 0, Book keeping (Kumbukumbu za mahesabu) 0.

Top 5 Jobs of the Youth Mtwara District

In Mtwara District the meeting on July 1th is attended by 21 youth and 1 government officer: 11 male and 11 female

The ones, who gave their occupation has a job as: Tailor (1), Motorcycle driver (1), Farmer (13), Teacher (1), Mama Lishe (1), Little business (4), Youth officer (1).

Number	Jobs in the field of:	Score
1	Electrical Installation (Ufundi umeme)	17
2	Driving (Udereva)	16
3	Tailoring (Ushonaji)	10
4	Masonry (Uashi)	9
5	Livestock & poultry (Ufugaji mifugo & kuku)	2

The remaining job opportunities on the list of the youth in Mtwara District are: Carpentry (Ufundi seremala) 0, Painting and signwriting (Ufundi rangi /maandishi) 0, Cashewnut agriculture (Kilimo cha korosho) 0, Food processing, cassava bites (Usindikaji vyakula) 0, Vegetable and fruits garden (Bustani ya mboga na matunda) 0, Small business (Biashara Ndogondogo) 0, Mechanics (Ufundi magari) 0.

Summary of the top job opportunities from all three groups in Mtwara District Council

Number	Jobs in the field of:	Score
1	Electrical Installation (Ufundi umeme)	33
2	Tailoring (Ushonaji)	27
3	Masonry (Uashi)	24
4	Carpentry (Ufundi seremala)	19
5	Driving (Udereva)	16

The remaining jobs opportunities in Lindi District Council are: Driving (Udereva) 11, Fishing (Uvuvi) 9, Small business (Biashara ndogondogo), Painting houses (Upakaji rangi majengo) 9, Transportation (Usafirishaji) 8, Livestock and poultry (Ufugaji mifugo) 6, Masonry (Uashi) 5

4.3.2. Identified employers and master craft people³

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Carpentry	6
2	Electrical installation	4
3	Masonry	12
4	Tailoring	9
5	Driving	2
6	Welding	2

Number	In the field of:	# of identified craft people
1	Carpentry	6
2	Electrical installation	4
3	Masonry	29
4	Tailoring	40
5	Driving	7

4.4. Mtwara Municipal Profile

According to 2012 population and housing census, Mtwara municipal has total population of 108,299 people of which 51,062 are male and 57,237 are female (NBS et al., 2013: 87).

4.4.1. Mtwara Municipal: Job opportunities, the Top 5 of three groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

Top 5 Jobs of the Government Officers Mtwara Municipal

In Mtwara Municipal the meeting on July 2th in the afternoon is attended by 22 Government Officers: 13 male and 9 female. The ones who gave their position are: MEO (6), WEO (10), S/VEO (4), Youth officer (1) and CDO (1).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	15
2	Masonry (Uashi)	13
3	Welding & Fabrication (Ufundi Chuma)	11
4	Hotel Management (Huduma za hoteli)	9
5	Food preparation (Mapishi)	8

³The list with identified craft people and employers will be handed over to the project members.

The remaining job opportunities on the list of the Government Officers In Mtwara Municipal are: Carpentry (Ufundi seremali) 5, Decoration (Upambaji) 2, Electrical installation (Ufundi umeme) 1, Plumbing (Ufundi bomba) 1, Poultry husbandry (Ufugaji wa kuku) 1, Carving (Uchongaji) 0, Weaving baskets (Ususi) 0, House painting (Upakaji rangi majengo) 0, Hairdressing (Ufundi ususi wa nywele) 0, ICT (TEHAMA Technolojia ya habari na mawasiliano) 0, Tailoring (Ushonaji) 0, Clay handcraft (Ufinyanzi) 0, Horticulture (Kilimo cha mbogamboga) 0, Motor vehicle mechanics (Ufundi magari) 0, Fishing (Uvuvi) 0, Sign writer (Wachoraji) 0.

Top 5 Jobs of the Employers and Master craft people Mtwara Municipal

In Mtwara Municipal the meeting on July 3rd in the afternoon is attended by 12 master craft people/employers and 2 Government officers: 13 male and 1 female. They are working in the field of: Carpentry (Fundi seremala) 5, Fitter (Uchingaji) 1, Masonry, (Muwashi) 1, Employee/ entrepreneur (Mfanyakazi/mjasiriamali) 1, Embroidery (Fundi Cherehani) 1, Mechanics motor vehicles (Fundi pikipiki) 2, Youth officer 1 and Labour officer 1, SIDO 1.

Number	Jobs in the field of:	Score
1	Carpentry (Ufundi seremala)	11
2	Masonry (Uashi)	9
3	Motor mechanics (Ufundi wa vyombo vya moto)	5
4	Driving (Udereva)	3
5	Metal Designing & Welding (Uchomeleaji)	5

The remaining job opportunities on the list of the Master craft people in Mwtara Municipal are: Hair Dressing (Ufundi ususi wa nywele) 2, Hotel Management (Huduma za hoteli) 2, Electrical installation (Ufundi umeme wa majumbam) 2, House Painting (Upakaji rangi majengo) 1, Small Industry Development Organization (Uwanda vidogo vidogo) 1, Tailoring (Ushonaji) 1, Horticulture (Kilimo cha mbogamboga) 0, Fishing (Uvuvi) 0.

Top 5 Jobs of the Youth Mtwara Municipal

In Mwtara Municipal the meeting on July 1th in the afternoon is attended by 7 youth and 1 government officer: 3 male and 8 female

The ones, who gave their occupation has a job in the field of: Tailoring (4), Little business (1), Masonry (1), Cashewnut peeling (1) and Youth officer (1).

Number	Jobs in the field of:	Score
1	Masonry (Uashi)	4
2	Tailoring (Ushonaji)	4
3	Carpentry (Ufundi seremala)	3
4	Livestock & poultry (Ufugaji mifugo & kuku)	3
5	Plumbing (Ufundi bomba)	3

The remaining job opportunities on the list of the youth in Mtwara Municipal are: Welding (Uchomeleaji) 2, Electrical Installation (Umeme) 2, Driving (Udereva) 1, Hair dressing (Ususi) 1, Fishing (Uvuvi) 1, Receptionist (Mapokezi) 0, Sims Agriculture (Klimo ufuta) 0, Mechanics (Ufundi magari) 0, Food preparation (Upishi) 0.

Summary of the top job opportunities from all three groups in Mtwara Municipal Council

Number	Jobs in the field of:	Score
1	Masonry (Uashi)	26
2	Driving (Udereva)	18
3	Welding & Fabrication (Ufundi Chuma)	14
4	Carpentry (Ufundi seremala)	14
5	Hotel Management (Huduma za hoteli)	9

The remaining jobs opportunities in Mtwara Municipal Council are: Food preparation (Mapishi) 8, Motor vehicle mechanics (Ufundi magari na mitambo) 5, Tailoring (Ushonaji) 4, Poultry and livestock (Ufugaji) 3, Plumbing (Ufundi bomba) 3.

4.4.2. Identified employers and master craft people⁴

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Driving	6
2	Masonry	9
3	Welding & fabrication	3
4	Hotel management	11
5	Food preparation	7
6	Carpentry	3
7	Mechanics	3
8	Other	6

Number	In the field of:	# of identified craft people
1	Driving	4
2	Masonry	21
3	Welding & fabrication	5
4	Hotel management	6
5	Food preparation	5
6	Carpentry	6
7	Mechanics	3
8	Tailoring	10
9	Poultry	6

⁴The list with identified craft people and employers will be handed over to the project members.

4.4.3. Conclusions and recommendations Mtwara District

In this paragraph you find a compiled input and reflections from stakeholders during the meeting on August 6th 2015 in which most findings of this analysis has been shared.

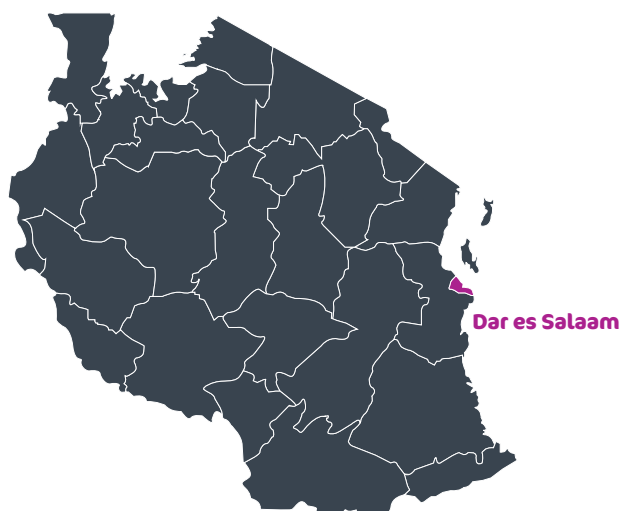
In the Mtwara region all the six groups identified craft people and employers. This reflects the major economic activities in the region. More job opportunities, companies and industries can be identified in agriculture, mining, fishing, forestry and ICT.

There is a growing demand on construction, each top 5 opportunities has two or three jobs in the list related to construction. So in Mtwara there is a need to facilitate courses of vocational training in the construction sector. In a next step of the YEE-project, when the final selection of vocational training will be done, it is important to reconsider the gender and disability inclusion. In Mtwara there was an imbalance between male and female participants and there was just one disabled (blind) representative in all meetings. In the selection of jobs there could be more stress on jobs that are more suitable for women and disabled people.

For each job field more details of the skills are needed and also small business and small industries need to be targeted and related to the selected jobs. People in the region need to cooperate for gender and disability inclusion, more effort to be done. Cooperation will be also useful with the other stakeholders in projects in Mtwara as T-LED and EEVT.

Further data in Mtwara Region can be found in Annex 1

4.5 Dar es Salaam Region



Introduction Dar es Salaam Region

Dar es Salaam Region is located in the Eastern part of Tanzania. The region is bordered by the Indian Ocean in the North and East and Pwani Region in the South and West ("Wikipedia: Dar es Salaam," 2015). Dar es Salaam population is increasing rapidly also because youth from the rural areas of Tanzania are looking for better opportunities in urban areas. On average about 16% of the region population are migrants from other places in Tanzania and have migrated recently. The region was originally dominated by Zaramo and a few other tribes especially Ndengereko and Kwere. But as a result of urbanization many people of different ethnicity and origins have migrated to the region in big numbers. Others significant ethnic groups are the Indians, Arabs, Europeans (NBS et al., 2014: 12).

Dar es Salaam Region was established in 1973 from the former Coast Region (1). Dar es Salaam Region has a total surface area of 1,628 km² out of which 235 km² or 14.4 percent is covered by water bodies of mainly the Indian Ocean. The remaining 1,393 km² are land area. Dar es Salaam Region is the smallest region in Tanzania Mainland (2).

Dar es Salaam Region is administratively formed by three districts, which are Kinondoni Municipal, Ilala Municipal and Temeke Municipal (NBS et al., 2013: 74; NBS et al., 2014: 3). According to the population census of 2012 the total population in Dar es Salaam Region was 4,364,541 (NBS et al., 2013²: vii; NBS et al., 2014: 4) with a population density of 2.744/km² ("Wikipedia: Dar es Salaam," 2015). The distribution of the population is as follow; young (0-14 years) 31.6%, working age (15 – 64 years) 66.3% and elderly (65 and above) 2.1% (NBS et al., 2013²: vii).

Natural resources that are found in Dar es Salaam Region are forest products, bees and fish (NBS et al., 2014: 61 - 65). Its geographical location enables easy access of resources from other places in the country. Raw materials can be transported from other regions in the country by train and highways/roads (69). An important source of income for the households in Dar es Salaam Region is the sale of food crops, income from businesses, fishing and the sales of forest and livestock products (36).

Temeke District Profile

Temeke District covers an area of 787 km² of which 103 km² is water area (NBS et al., 2014: 3). According to 2012 population and housing census, Temeke District had total population of 1,368,881 people of which 669,056 are male and 699,825 are female (NBS et al., 2013: 77).

4.5.1. Temeke District: Job opportunities, the Top 5 of two groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

The employers and master craft people of Temeke District joined the meeting of the employers of Ilala District on July 9th.

Top 6 Jobs of the Government Officers in Temeke District

In Temeke District the meeting on July 8th is attended by 18 Government Officers and two other representatives: 6 male and 14 female

The ones who gave their position are: WEO (7), MEO (6), CDO (5) in different communities, Director of Future World Vocational Institute (1) and Representative from Aret (1).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	15
2	Catering (Upishi)	10
3	Mechanics vehicles (Ufundi magari)	8
4	Tailoring (Ushonaji)	6
5	Welding (Uungaji vyuma)	6
6	Carpentry (Useremala)	6

The remaining job opportunities on the list of the Government Officers in Temeke are: Electrical installation (Ufundi umeme) 4, Shoe making (Utengenezaji viatu, Kimasai) 3, Poultry keeping (Ufugaji) 1, Masonry (Ufundi ujenzi) 1, Barbershop/hairdressing (Saloon) 1, Flowers garden (Bustani za maua) 0, Cars Wash (Kuosha magari) 0, Drama (Ngomaza asili, uigizaji) 0, Fitting & Turning (Uchingaji na vyuma) 0, Sales & marketing (Masoko nabiashara) 0, Decoration (Mapambo) 0, Plumbing (Ufundi bomba)

The employers and master craft people of Temeke District joined the meeting of the employers of Ilala District on July 9th.

Top 5 Jobs of the Youth in Temeke District

In Temeke District the meeting on July 7th is attended by 22 youth: 12 male, 10 female

Most of them give as their occupation: youth (21) and business (1).

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	15
2	Driving (Udereva)	11
3	Decoration (Upambaji)	8
4	Poultry (Ufugaji wa kuku)	8
5	Catering (Upishi)	7

The remaining jobs opportunities on the list of the Youth in Temeke District are: Motor vehicle mechanics (Ufundi magari) 3, Hair dressing (Saluni) 3, Computer maintenance and reparation (Ufundi computer) 2, Food processing and packaging (Usindikaji wa vyakula) 2, Carpentry (Ufundi seremala) 1, Electrical installation (Ufundi umeme) 1, Welding (Uchomelaji) 1, Film production (Utengenezaji filamu) 0, Machine operator (Uongozaji mitambo) 0, Story writing (Uandishi wa hadithi) 0, Tour guiding (Uongozaji wa watalii) 0, Shoe making (Ufundi/utengenezaji viatu) 0, Fishing (Uvuvi) 0, Plumbing (Ufundi bomba) 0, Batiki making, tie and dye (Ukengenezaji wa batik) 0, Soap making (Utengenezaji sabuni) 0, Masonry (Ufundi uashi) 0, Air conditioning (AC) (Ufundi Kiyoyozi) 0.

Summary of the top job opportunities from all three groups in Temeke District Council

Number	Jobs in the field of:	Score
1	Driving (Udereva)	33
2	Tailoring (Ushonaji)	25
3	Catering (Upishi)	17
4	Decoration (Upambaji)	15
5	Mechanics vehicles (Ufundi magari)	8
6	Poultry (Ufugaji wa kuku)	8

The remaining jobs opportunities in Temeke District Council are: Cookery (Upishi) 7, Welding (Uungaji vyuma) 6, Carpentry (Useremala) 6, Panel beating (Ufundi bodi) 4,

Note: The top 5 Jobs of the Employers in Ilala and Temeke District were identified in a joint meeting held in Ilala on July 9th 2015.

4.5.2. Identified employers and master craft people⁵

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth, that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Tailoring	2
2	Driving	5
3	Decoration	1
4	Poultry	1
5	Cooking	3
6	Mechanics	3

Number	In the field of:	# of identified employers
1	Tailoring	-
2	Driving	3
3	Decoration	2
4	Poultry	4
5	Cooking, catering	6
6	Mechanics	2

4.6. Ilala District Profile

Ilala District covers an area of 320 km² of which 112 km² is water area (NBS et al., 2014: 3). According to 2012 population and housing census, Ilala District had total population of 1,220,611 people of which 595,928 are male and 624,683 are female (NBS et al., 2013: 76).

4.6.1. Ilala District: Job opportunities, the Top 5 of three groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

The employers and master craft people of Temeke District joined the meeting of the employers of Ilala District on July 9th.

Top 5 Jobs of the Government Officers Ilala District

In Ilala District the meeting on July 9th is attended by 20 Government Officers: 10 male, 10 female

The ones who gave their position were WEO (5), SWEO (1), Ag. WEO (1), MEO (6) in communities, CDW (1), WGO (1), Municipal Youth Officer (1), CDO (4).

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	8
2	Poultry (Ufugaji wa kuku)	7
3	Driving (Udereva)	7
4	Cleaning (Usafi, hotel, mazingira)	6
5	Mechanics vehicles (Ufundi magari)	6

The remaining job opportunities on the list of the Government Officers in Ilala District are: Horticulture (Kilimo cha mbogamboga) 5, Food vendors (Baba + Mama Lishe) 5, Decoration (Mafunzo ya mapambo) 5, Brick making (Ufyatuaji matofali) 4, Soap making (Kuuza

⁵The list with identified craft people and employers will be handed over to the project members.

na kutenganeza sabuni) 4, Secretarial Service (Uhazili) 2, Electrical installation (Ufundi wa umeme) 0, Mobile phone maintenance (Ufundi wa simi) 0, Masonry (Fundi ujenzi) 0, Carpentry (Uselemala) 0, Barbershop and hairdressing salon (Ususi na unyoaji) 0, Drama (Sanaa na maonesho) 0, Sports & Games (Michezo) 0, Community policing (Ulinzi shirikishi) 0, Small Business (Biashara ndogondogo).

Top 5 Jobs of the Employers in Ilala and Temeke District

In Ilala District the meeting on July 9th in the afternoon is attended also by employers of Temeke District 14 employers: 14 male

Their occupation or position are in the field of: Hotel management (3), Marketing (2), Sales (2), Engineering (1), Business (2), Battam-M-Work (1), Accountancy (1), F. and B. management, Private vocational training institute (2).

Number	Jobs in the field of:	Score
1	Decoration (Upambaji)	7
2	Driving (Udereva)	7
3	Catering (Upishi)	7
4	Panel beating (Ufundi bodi)	4
5	Tailoring (Ushonaji)	4

The remaining job opportunities on the list of the employers in Ilala and Temeke District are: Carpentry (Useremala) 3, Mechanics cars and motor vehicles (Ufundi magari na pikipiki) 2, Agriculture (Kilimo) 2, Welding and metal fabrication (Ufumeli kuunga vyema) 1, Handcraft and building (Uchochaji / ufinpanzi) 1, Fishing (Uvuvi) 1, Marketing and sales (Masokana uzaji) 1, Salon hairdressing (Kimpozina na usasi) 1, Environment cleaning (Usdi mazingira) 1, Security guards (Ulinzi) 0, Office cleaning, housekeeping (Usafimajumbani na hotel) 0, Auto electrical (Ufundi umeme wa magari) 0, Livestock keeping (Ufugaji) 0.

Top 8 Jobs of the Youth Ilala District

In Ilala District the meeting on July 10th is attended by 16 youth: 9 male and 7 female, all coming from different areas. This youth did not fill in their occupation.

Number	Jobs in the field of:	Score
1	Driving (Udereva)	10
2	Small business (Biashara ndogondogo)	8
3	Artist/video shooting (Sanaa)	6
4	Decoration (Upambaji)	6
5	Tailoring (Ushonaji)	3
6	Carpentry (Ufundi seremala)	3
7	Computer maintenance (Ufundi komputa)	3
8	Painting of buildings Ufundi rangi)	3

The remaining job opportunities on the list of the Youth in Ilala district are: Electrical installation (Ufundi umeme) 2, Caretakers (Ulezi/utta dumu) 2, Auto mechanics (Ufundi magari) 1, Catering (Upishi) 1, Accountancy (Utiashibu) 0, Fitta mechanics (Utengenezaji vipuri) 0, House building (Fundi mwashi) 0, Livestock and poultry (Ufugaji) 0, Waiter/hospitality (Hotelia) 0, Agriculture (Kilimo) 0.

Summary of the top job opportunities from all three groups in Ilala District Council

Number	Jobs in the field of:	Score
1	Driving (Udereva)	24
2	Tailoring (Ushonaji)	15
3	Decoration (Upambaji)	13
4	Small business (Biashara ndogondogo)	8
5	Catering (Upishi)	7
6	Poultry (Ufugaji wa kuku)	7

The remaining jobs opportunities in Ilala District Council are: Artist/video shooting (Sanaa) 6, Cleaning (Usafi, hotel, mazingira) 6 Motor vehicles and car mechanics (Ufundi magari na pikipiki) 6, Panel beating (Ufundi bodi) 4, Carpentry (Seremala) 3 Computer maintenance (Ufundi komputa) 3, Painting of buildings (Ufundi rangi) 3.

4.6.2. Identified Employers and Master craft people ⁶

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth, that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Catering & decoration	3
2	Driving	3
3	Small business	3

Number	In the field of:	# of identified craft people
1	Driving	4
2	Small business	1

4.6.3. Conclusions and recommendations Dar es Salaam region

In this paragraph you find a compiled input and reflections from stakeholders during the meeting on August 6th 2015 in which most findings of this analysis has been shared.

In the Dar es Salaam region all the five groups identified not that much craft people and employers. This doesn't reflect the major economic activities in the region. In a next step of the Yee-project it would be worthwhile – when employers need to be involved in the project- to do specific research to the companies and industries that are there. Telephone book and registers from the VETA will deliver a lot of information.

Driving, catering services, decoration and tailoring are identified as proper opportunities in Dar es Salaam and need to be delivered by VETA in a three month vocational training. For each job field more details of the skills are needed and also small business and small industries need to be targeted and related to the selected jobs.

In that next step of the YEE-project it is also important to consider the implication of gender and disability on the selected jobs. The analysis

⁶The list with identified craft people and employers will be handed over to the project members.

does not indicate involvement of people with disabilities and their job priorities. From the start disabled people missed the opportunity and it is indicated that a 10% minimum for people with a disability are the beneficiaries of this project. More effort to identify them in next stages is important. Recommendation is to add 'Marketing and Sales' job opportunities, these are good for people with a certain disability.

4.7 Pwani Region



Introduction Pwani Region

Pwani Region is located in the eastern part of Tanzania. The region is boarded by Dar es Salaam and the Indian Ocean (East), Tanga Region (North), Morogoro Region to the West and Lindi region to the South (Wikipedia: Pwani Region," 2015). Major tribe in the Pwani Region are the Wakwere, Wazaramo and Wandekereko (Ginwas, R., 2011).

The region was formed in 1972 and has a total surface area of 33,539 km² which is equivalent to 3.8 percent of the entire area of the mainland. Among the area 1,132 km² are covered by water water ("Pwani: Regional...Welcome," 2015). Pwani Region is administratively formed by seven districts, which are Kibaha Town, Bagamoyo, Kibaha, Kisarawe, Mkuranga, Rufiji and Mafia (NBS et al., 2013: 65).

According to the population census of 2012 the total population in Pwani Region was 1,098,668 (NBS et al., 2013²:vii) with a population density of 34/ km² ("Wikipedia: Pwani Region," 2015). The distribution of the population is as follow; young population (0-14 years) 39.9%, working age population (15 – 64 years) 53.9% and elderly population (65 and above) 6.2% (NBS et al., 2013²:vii).

The main natural resources found in Pwani Region are land and forest resources ("Pwani: Regional... Environment," 2015). Over 60 percent of people in Pwani Region are economically depending on agriculture and livestock for subsistence and income ("Pwani: Regional... Agriculture," 2015). Other major economic activities include of forestry, hunting, beekeeping, fishing, mining and wildlife. The forestry sub- sector plays an important role in maintaining ecological balance, protect soils from erosion and conserve water and wildlife ("Pwani: Regional... Environment," 2015). Pwani Region possesses limited number of bigger industries ("Pwani: Regional... Trade," 2015). Next to this there are different smaller industries such as leather products, coconut products, cassava products, blacksmith products, cashew nuts processing and fish processing ("SIDO: Pwani," 2015).

Kisarawe District Profile

Kisarawe District covers an area of 4,464 km² ("Pwani: Regional... Kisarawe," 2015). According to 2012 population and housing census, Kisarawe District had total population of 101,598 people of which 50,631 are male and 50,967 are female (NBS et al., 2013: 68).

4.7.1. Kisarawe District: Job opportunities, the Top 5 of three groups participants

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score. In Kisarawe District there is a fourth meeting with mixed groups for sharing results and networking.

Top 5 – 6 Jobs of the Government Officers Pwani Kisarawe District

In Kisarawe District the meeting on July 14th is attended by 22 Government Officers: 14 male and 8 female

The ones who gave their position are: VEO (5), WEO (6), CDO (5) in different villages and communities, Ag. DED (1), Ag. DCDO (1), Labour Officer (1) and Youth Officer (1), M Kiti (1) Human Resource Manager (1).

Number	Jobs in the field of:	Score
1	Animal keeping and poultry (Ufugaji)	19
2	Tailoring (Ushonaji)	15
3	Mechanics vehicles (Ufundi magari)	12
4	Agriculture (Kilimo)	10
5	Masonry (Uashi)	5

In a YEE project meeting with PLAN on July 21th, Government Officers reflected on their input and asked to add the job opportunity of Hospitality (Job 6)

The remaining job opportunities on the list of the Government Officers in Kisarawe are: Carpentry (Ufundi seremala) 3, Electrical Installation (Ufundi Umeme) 2, Blocks/Bricks making (Ufyatuaji tofali) 2, Food processing (Usindikaji wa vyakula) 0, Soap making (Utengenezaji wa sabuni) 0, Arts (Kukuza sanaa) 0, Bore hole drilling (Uchimbaji wa visima virefu na marambo) 0, Computer application (Mafunzo ya kompyuta) 0, Phone repair (Ufundi simu) 0, Tie and dye (Batiki) 0, Welding (Uungaji vyuma) 0, Decoration (Mapambo) 0, Handcraft (Ususi) 0, Painting (Upakaji rangi) 0, Water vending (Uuzaji wa maji) 0, Driving (Udereva) 0, Carving (Uchongaji) 0, Catering and food preparation (Mapishi) 0, Garbages collection (Ukusanyaji taka) 0.

Top 5 Jobs of the Employers and Master craft people Pwani Kisarawe District

In Pwani Kisarawe District the meeting on July 14th is attended by 20 Master craft people: 12 male and 8 female.

Their occupation or position are in the field of: Catering and food preparation (Mkulima/Mpishi) 2, Tailoring (Ushonaji/kushona/fundi nguo) 5, Electrical Installation (Ufundi umeme) 2, Sofa making (Fundi sofa) 2, Decoration (Mapambo) 1, Business (Biashara) 1, Carpentry (Ufundi seremala) 2, Nun Superior 1, Masonry (Fundi uashi) 1, Fundi welding 1, Motor vehicles (Fundi magari) 1, Livestock keeping (Ufugaji) 1.

Number	Jobs in the field of:	Score
1	Driving (Udereva)	13
2	Tailoring (Ushonaji)	11
3	Sofa Making (Kutenganeza)	9
4	Decoration (Upambaji)	4
5	Poultry (Ufugaji kuku)	4

The remaining job opportunities on the list of the Employers and Master craft people in Pwani Kisarawe district are: Fish keeping (Ufugaji wa samaki) 3, Catering (Upishi) 3, Food processing (Usindikaji) 3, Motor vehicle mechanics (Fundi magari) 2, Welding (Uunganishaji vyuma), 2 Baking (Uokaji) 2, Agriculture (Kilimo) 1, Embroidery (Kudarizi) 1, Security guard (Ulinzi) 1, Brick making (Kutenganeza tofali) 1, Landscaping (Kuboesha mazingira) 0, Industrial electricity (Umeme wa viwandani) 0, Charcoal stove making (Majikoya mkaa) 0, Electronics repair (Kukarabati redio) 0, Weaving hair (Ufundi ususi wa nywele) 0, Weaving baskets (Ususi) 0, Auto electricity (Umeme wa magari) 0, Electrical installation (Fundi umeme) 0, Tie and dye (Kutenganeza batiki) 0, Carpentry (Ufundi seremala, useremani) 0, Masonry (Ujenzi) 0.

Top 6 Jobs of the Youth Pwani Kisarawe District

In Pwani Kisarawe District the meeting on July 15th is attended by 25 youth and 1 government officer: 14 male, 12 female

The ones who gave their occupation are in: Entrepreneurship (19), Farming (2), Student (2), Mama (2) and Youth officer (1).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	13
2	Small business (Biashara)	11
3	Tailoring (Ushonaji)	9
4	Masonry (Ujenzi)	6
5	Agriculture (Kilimo)	6
6	Livestock keeping (Ufugaji)	6

The remaining job opportunities on the list of the Youth in Kisarawe District are: Electrical installation (Ufundi umeme) 4, Photography (Upigaji Picha) 3, Barbershop 3, Motor vehicle mechanics (Ufundi magari) 3, Secretarial services (Katibu muhtasi) 2, Phones repair (Ufundi sumi) 2, Motorcycle repair (Ufundi wa piki piki) 1, Environmental care (Utunzaji wa mazingira) 0, Cooking pans industry (Kiwandacha sufuria) 0, Carpentry (Useremali) 0, Football playing (Kuchez a mpira) 0.

In Pwani Kisarawe District the meeting of the mixed group on Wednesday afternoon on July 15th is attended by 8 Government officers, 7 employers and master craft people and 8 youth. They were selected on their meeting the day before or during the morning session.

Summary of the top job opportunities from all three groups in Kisarawe District Council

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	35
2	Driving (Udereva)	26
3	Livestock keeping (Ufugaji)	25
4	Driving (Udereva)	26
5	Motor mechanics (Ufundi magari)	12

In a YEE project meeting with PLAN on July 21th, Government Officers reflected on their input and asked to add the job opportunity of Hospitality (Job 6)

The remaining jobs opportunities in Kisarawe District Council are: Small business (Biashara) 11, Sofa making (Kutenganeza) 9, Masonry

(Ujenzi) 6, Masonry --(Uashi) 5, Decoration (Upambaji) 4, Poultry (Ufugaji kuku) 4.

4.7.2 Identified employers and master craft people⁷

During the meetings, each group prioritised the jobs that in their opinion are the most available for the group of youth that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Driving	6
2	Tailoring	0
3	Sofa making	0
4	Livestock keeping	0
5	Motor vehicle mechanics	0
6	Agriculture	0
7	Small business	1

Number	In the field of:	# of identified craft people
1	Driving	4
2	Tailoring	8
3	Sofa making	2
4	Livestock keeping	4
5	Motor mechanics	5
6	Agriculture	3
7	Small business	1

4.8 Pwani Kibaha District Profile

Kibaha District covers an area of 1,812 km² ("Pwani: Regional... Kibaha," 2015). According to the 2012 population and housing census, Kibaha District had total population of 70,209 people of which 34,515 are male and 35,694 are female (NBS et al., 2013: 67). Kibaha Town had a total population of 128,488 people of which 62,653 are male and 65,835 are female (NBS et al., 2013: 72).

4.8.1 Kibaha District: Job opportunities, the top 5 jobs of the three groups

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case when several jobs have the same score. In Kibaha District there is a fourth meeting with mixed groups for sharing results and networking.

Top 5 Jobs of the Government Officers Kibaha District

In Kibaha District the meeting on July 20th is attended by 22 Government Officers: 13 male, 8 female and 1 unknown.

⁷The list with identified craft people and employers will be handed over to the project members.

The ones who gave their position are: VEO (2), WEO (10), MEO (1) in different villages and communities, YDO (3), DHRO (1), Ag. KLEO (1), Ag. DCDO (1), Mjumbe (1), Bixten (1), Ag. TCDO (1).

Number	Jobs in the field of:	Score
1	Livestock keeping (Ufugaji)	17
2	Horticulture (Bustani mbogamboga)	13
3	Driving (Udereva)	9
4	Food processing (Usindikaji wa matunda na mbogamboga)	6
5	Fish Keeping (Ufugaji kuku)	5

The remaining job opportunities on the list of the Government Officers in Pwani Kibaha District are: Tailoring (Ushonaji) 3, Catering (Huduma ya chakula) 3, Electrical installation (Fundi umeme) 2, Carpentry (Useremala) 1, Secretarial services 1, Shoe making + leather art 1, Decoration (Upambaji) 1, Masonry (Uashi) 1, Block making (Matofali ya sementi) 1, Welding (Uungaji vyuma) 1, Carving (Uchongaji) 1, Haircutting and dressing (Utengenezaji nywele) 0, Batik making (Kutengeneza batiki) 0, Timber tree planting, (Upandaji miti) 0, Garbage collection, (Ukusanyaji taka) 0, Care taker (Kutunza watoto wagonjwa) 0, Painting (Upakaji rangi) 0, Plumbing (Ufundi bomba) 0, Motor vehicle mechanics (Ufundi magari na pikipiki) 0, Car wash (Uoshaji wa magari) 0, Modern Charcoal (Kutenge mkaa) 0, Brick making (Topali za kuchoma) 0.

Top 6 Jobs of the Employers and Master craft people Pwani Kibaha District

In Pwani Kibaha District the meeting on July 20th in the afternoon is attended by 12 Master craft people and representatives of VETA: 8 male and 4 female.

Their occupation or position are in the field of: Director Njuweni Institute (1), Brick maker (1), Driving school (1), Carpentry (1), Hotel manager and tailor (1), Tailoring, fundi nguo (2), Dressing design (1), VETA (2), Entrepreneur Madsima Magari (1), Managing Director Alternative Energy (1).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	6
2	Catering (Huduma ya chacula)	5
3	Car washing (Kuosha magari)	5
4	Block making (Ufyatuaji matofali)	5
5	Poultry (Ufugaji kuku)	4
6	Tailoring (Ushonaji)	4

The remaining job opportunities on the list of the Employers and Master craft people in Kibaha District are: Masonry (Ujenzi) 2, Shoe making + repair (Ushonaji wa viatu u karabati) 1, Motor vehicle mechanics (Ufundi magari) 1, ICT (Tehama) 1, Artists (Sanaa) 1, Energy technology making and repair (Kutengeneza na kukarabati majiko) 1, Cashewnut processing (Ubamguaji wa korosho) 0, Tour guide (Uongozaji watalui) 0, Cassava and potatoes plantation (Kilimochavi azi na mihogo) 0, Floriculture (Kilimo chamaua) 0, Hairdressing (Saloon) 0, Sugarcane plantation (Kilimo chamiwa) 0, Horticulture (Kilimocha matunda na mbogamboga) 0, Aluminium fitting (Ufundi aluminium) 0, Fashion dressing design (Ubunifu wa mitindo) 0, Carpentry (Useremala) 0, Fish farming (Ufugaji wa samaki) 0, Welding (Uungaji vyuma) 0.

Top 8 Jobs of the Youth Pwani Kibaha District

In Pwani Kibaha District the meeting on July 21th is attended by 27 youth: 14 male and 13 female, all coming from different villages and communities.

Number	Jobs in the field of:	Score
1	Driving (Udereva)	10
2	Tailoring (Ushonaji)	7
3	Entrepreneurship (Ujasiriamali)	6
4	Motor mechanics (Ufundi magari)	5
5	Education (Elimu)	5
6	Art (sanaa)	5
7	Fish Keeping (Ufugaji kuku)	5
8	Saloon (Kutengeneza nywele)	5

The remaining job opportunities on the list of the Youth in Kibaha district are: Sports (Michezo) 4, Cookery (Mapishi) 4, Block making (Kufyatua matofali) 3, Agriculture (Kilimo) 3, Livestock keeping (Ufugaji) 3, Cosmetics business (Biashara ya vipodozi) 2, Carpentry (Ufundi seremala) 2, Decoration (Mapambo) 2, Stationary (papers, pens, kiosk) 1, Motorcycle mechanics (Ufundi pikipiki) 1, Masonry (Uashi) 0, DJ Music 0, Phone repair (Ufundi simu) 0, Teaching (Ualimu) 0, Cash Crop Farming (Kilimo cha mazao ya biashara) 0.

In Pwani Kibaha District the meeting of the mixed group on Tuesday afternoon on July 21th is attended by 4 Government officers, 5 employers and master craft people and 8 youth. They were invited on their meeting the day before or during the morning session.

Summary of the top job opportunities from all three groups in Kibaha District Council

Number	Jobs in the field of:	Score
1	Driving (Udereva)	25
2	Livestock keeping (Ufugaji)	17
3	Horticulture (Bustani mbogamboga)	13
4	Tailoring (Ushonaji)	11
5	Fish Keeping (Ufugaji kuku)	10

The remaining jobs opportunities in Kibaha District Council are: Food processing (Usindikaji wa matunda na mbogamboga) 6, Entrepreneurship (Ujasiriamali) 6, Catering (Huduma ya chacula) 5, Car washing (Kuosha magari) 5, Block making (Ufyatuaji matofali) 5, Motor vehicle mechanics (Ufundi magari) 5, Education (Elimu) 5, Art (Sanaa) 5, Saloon (Kutengeneza nywele) 5, Poultry (Ufugaji wa kuku) 4.

4.8.2 Identified Employers and Master craft people⁸

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth, that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

⁸The list with identified craft people and employers will be handed over to the project members.

Number	In the field of:	# of identified employers
1	Tailoring	1
2	Entrepreneurship	19
3	Art	0
4	Fish keeping	2
5	Saloon	0
6	Car wash	1
7	Block making	2
8	Livestock keeping	0
9	Horticulture	0
10	Driving	12
11	Food processing	3

the real skills to train on entrepreneurship, what is in the course and how is it connected to the vocational skills? Salesmanship and marketing are important.

Start thinking of industries that can be done at home to bring in people with disabilities and gender issue, to consider the implication of gender and disability on jobs and small businesses. There must be done more effort to identify them by all project members and include them in the YEE-project.

Number	In the field of:	# of identified craft people
1	Tailoring	6
2	Entrepreneurship	0
3	Art	0
4	Fish keeping	0
5	Saloon	0
6	Car wash	0
7	Block making	0
8	Livestock keeping	0
9	Horticulture	1
10	Driving	0
11	Food processing	3

4.8.3 Conclusions and recommendations Pwani region

In this paragraph you find a compiled input and reflections from stakeholders during the meeting on August 6th 2015 in which most findings of this analysis has been shared.

In the Pwani region all the six groups identified more craft people than employers. In Kisarawe this reflects the major economic activities in the region, but in Kibaha it should be possible to identify more employers than the individual entrepreneurs that are mentioned. A recommendation is made to expand the market information in a next stage of the YEE-project by visiting the companies, asked them whether they can offer jobs for locals and ask them for any future job opportunities.

On almost each Top 5 opportunities there is a big demand on driving. You can't ignore that, so driving must be one of the courses that will be delivered by the vocational courses of VETA or private driving schools in Pwani region. Tailoring, livestock keeping, agriculture are also mentioned often and in a next step selecting job opportunities and vocational training offer, there is a need to combine views and demands from all groups.

A recommendation is made to encourage youth to create their own jobs and not to focus on employed jobs. 'Try to get youths to be entrepreneurs, to start their own business.' It is important to specify

4.9 Morogoro Region



Introduction Morogoro Region

Morogoro Region is located in the central eastern part of Tanzania. The region is bordered by seven other Regions. Arusha and Tanga Regions to the North, the Coast Region to the East, Dodoma and Iringa to the West, and Ruvuma and Lindi to the South (MIPANGO et al., 1997: 1). The main ethnic groups in Morogoro region are the Waluguru, Wasagara, Wakaguru, Wandamba and the Wapogoro (2/3). Morogoro Region occupies a total of 72,939 km² which makes it the third largest region in the country after Arusha and Tabora Regions (1).

Morogoro Region is administratively formed by seven districts, which are Morogoro Municipal Morogoro Urban, Kilosa, Kilombero, Ulanga, Mvomero and Gairo (NBS et al., 2013: 56). According to the population census of 2012 the total population in Morogoro Region was 2,218,492 (NBS et al., 2013²: vii) with a population density of 31/ km². The distribution of the population is as follow; young (0-14 years) 41.3%, working age (15 – 64 years) 54.4% and elderly (65 and above) 4.3% (NBS et al., 2013²: vii).

Natural resources which can be found in Morogoro Region are forest products, grazing lands and land for cultivation ("Morogoro Municipal... Resources," 2015). The main economic sector of Morogoro Region is agriculture. Food crop production includes maize, paddy, sorghum, sweet potatoes, beans, cassava, millet, groundnuts, tomatoes, fruits and vegetables. Cash crops include cotton, coffee, sugar cane, sisal, onions and oil seeds such as sim sim, sesame, sunflower, palm oil and cocoa. Other economic activities include cattle keeping (mainly indigenous livestock), beekeeping, manufacturing (ceramics, leather, furniture, canvas, textiles and tobacco processing), provision of services (offices and hotels) petty trading, traditional fishing (along the Kilombero and Wami rivers and Mindu dam) and mining (gemstones; construction minerals and industrial minerals) (MIPANGO et al., 1997: 29/30). Also lumbering, carpentry, fuel wood gathering, carving making, sales of poles and weaving forest products are an important source of income (MNRT, 2004: iv; "SIDO: Morogoro," 2015).

Kilombero District Profile

Kilombero District covers an area of 13,000 km² (Yeager, R. et al., 1986: 63). Adding to 2012 population and housing census, Kilombero District had total population of 407,880 people of which 202,789 are male and 205,091 are female (NBS et al., 2013: 59).

The main economic activity in Kilombero District is agriculture. The majority of the villagers are subsistence farmers of maize and rice. There are also large plantations of teak wood ("Wikipedia: Kilombero District," 2015).

4.9.1. Morogoro Kilombero District: Job opportunities, the top 5 jobs of three groups

In this paragraph you find the lists of the top 5 jobs that are prioritised by the group of Government Officers, Employers and Master craft people and the Youth. After the top 5 you will see what other opportunities are mentioned and how many people have chosen those opportunities as available jobs, jobs suited to the youth, beneficiaries in this project and the required training suited to the target group. Sometimes the top has a list of 6-8 jobs. That is the case, when several jobs have the same score.

Top 5 – 6 Jobs of the Government Officers Morogoro Kilombero District

In Morogoro Kilombero District the meeting on July 23th in the afternoon is attended by 41 Government Officers, VETA and representatives of target groups: 29 male and 12 female

The ones who gave their position are: WEO (14), SCDO (4), DAEO (1), TAS (1), VETA (2) Ag. Principal VETA (1), FO (2), CV (4), DO (1), CDO (1) DCDO (1), CHAVITA (1) Translator CHAVITA (1), Data entry (1), Designer (1), COJ (1), Ag DO (1), DELO (1), CCHS (1), Accountant (1).

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	18
2	Driving (Udereva)	16
3	Catering (Upishi)	14
4	Agriculture (Kilimo)	10
5	Decoration (Upambaji)	9
6	Entrepreneurship (Ujasiriamali)	9

The remaining job opportunities on the list of the Government Officers in Morogoro Kilombero are: Livestock keeping (Ufugaji) 8, Electrical installation (Ufundi umeme majumbani) 7, Auto mechanics (Ufundi magari) 6, Welding & metal fabrication (Uungaji vyuma) 5, Fishing (Uvuvi) 3, Hairdressing & cutting (Ususi na unyydaji) 3, Masonry & brick laying (Ufundi Uashi) 3, Tourism (Utalii) 2, Art Curving works (Sanaa za mikono) 2, Batik making (Utengenezaji Batiki) 2, Office Equipment services (Matengenezo ya Vifaa vya ofisini) 1, Carpentry (Useremala) 1, Cooking oil mining (Uchimbaji madini) 0, Medical doctor -, Natural resources -, Early childhood -, Sugar industry employment at industry -.

Top 5 Jobs of the Employers and Master craft people Morogoro Kilombero District

In Kilombero District the meeting on Friday morning July 24th is attended by 14 Master craft people: 9 male and 5 female. VETA is at present with 4 representatives.

Their occupation or position are: Business (4), Hotel manager (1), Hotel cooker (1), Motorcycle expert (2), Vehicle expert (1), Tailor (1), Small shop (1), Secretary-Pharmacy owners union (1), Wedding and event decorator (2).

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	5
2	Agriculture (Kilimo)	4
3	Livestock keeping (Ufugaji)	3(6)
4	Motor mechanics (Ufundi mgari)	3(4)
5	Tie and dye, batik (Kutengeneza batiki)	3(2)

An extra vote to identify the priorities in the list of the ones who have the same three votes.

The remaining job opportunities on the list of the Employers and Master craft people in Morogoro Kilombero district are: Decoration (Upambaji) 2, Sports (Michezo) 2, Driving (Udereva) 2, Tyre repair (Kuziba pancha) 2, Mobile phone repair (Kukarabati simu) 2, Small business (Biashara ndogondogo) 2, Brick making (Kufyatua matofali) 1, Tourism (Utalii) 1, Cooking stove making (Utenegenezaji wa majiko) 1, Car washing (Uoshaji magari) 1, Housekeeping (Usafi wanyumba) 1, Security guard (Ulinzi) 1, Carpentry (Useremala) 0, Masonry (Ujenzi) 0, Art (Sanaa) 0, Flower gardens (Bustani za maua) 0, Fishing (Uvuvi) 0, Garbage collection (Kuzoa takataka) 0, Cookery (Upishi) 0.

Top 6 Jobs of the Youth Morogoro Kilombero District

In Morogoro Kilombero District the meeting on Friday afternoon July 24th is attended by 32 youth, included 2 adults for guiding disabled youth: 16 male, 16 female

Most of the youngsters were very young and mentioned the different communities where they are living (25), some gave the occupation, what they want to do: Tailoring (3), Driving (1), Broidery (1), Lawyer (1) and Lab technician (1).

Number	Jobs in the field of:	Score
1	Driving (Udereva)	16
2	Tailoring (Ushonaji)	12
3	Entrepreneurship (Ujasiriamali)	9
4	Lab Technician (Mtaalamu wa maabara)	7
5	Decoration (Upambaji)	7
6	Domestic Electrician (Ufundi umeme)	7

The remaining job opportunities on the list of the Youth in Morogoro Kilombero District are: Auto electricity (Umeme wa magari) 6, Bicycle hiring (Kukodisha baiskeli) 6, Masonry (Ujenzi) 4, Carpentry (Ufundi seremala) 4, Poultry (Ufugaji wa kuku) 3, Lawyer (Uanasheria) 3, Environmental conservation (Utunzaji wa mazingira) 3, Motorcycle mechanics (Ufundi pikipiki) 2, Agriculture (Kilimo) 2, Nursing (Uuguzi) 2, Sports (Michezo) 1, Cookery (Upishi) 1, Security guard (Ulinzi) 1, Bicycle mechanics (Ufundi baiskeli) 0, Fishing (Uvuvi) 0.

Summary of the top job opportunities from all three groups in Morogoro - Kilombero District Council

Number	Jobs in the field of:	Score
1	Tailoring (Ushonaji)	35
2	Driving (Udereva)	32
3	Entrepreneurship (Ujasiriamali)	18
4	Agriculture (Kilimo)	14
5	Catering (Upishi)	14
6	Decoration (Upambaji)	9

The remaining jobs opportunities in Morogoro - Kilombero District Council are: Laboratory Technician (Mtaalamu wa maabara) 7, Decoration (Mapambo7), Domestic electrical installation (Ufundi umeme) 7, Livestock keeping (Ufugai) 3, Motor vehicle and cycle mechanics (Ufundi magari na pikipiki) 3, Tie and dye, batik (Kutengeneza batiki) 3.

4.9.2 Identified employers and master craft people⁹

During the meetings each group prioritised the jobs that in their opinion are the most available for the group of youth, that will benefit of the Yee-project. In a next assignment participants gave their ideas about the required skills for these jobs and identified master craft people and employers. In a next stage of the project the master craft people and employers can be selected to facilitate apprenticeships for the vocational training of the youth or will be trained to deliver vocational training.

Number	In the field of:	# of identified employers
1	Tailoring	4
2	Catering services	6
3	Agriculture	2
4	Decoration	0
5	Driving	5
6	Laboratory technician	3
7	Auto electricity	2
8	Other	1

Number	In the field of:	# of identified craft people
1	Tailoring	9
2	Catering services	6
3	Agriculture	4
4	Decoration	4
5	Driving	5
6	Laboratory technician	1
7	Auto electricity	0
8	Livestock keeping	3

⁹The list with identified craft people and employers will be handed over to the project members.

4.9.3. Conclusions and recommendations Morogoro Kilombero District

In this paragraph you find a compiled input and reflections from stakeholders during the meeting on August 6th 2015 in which most findings of this analysis has been shared.

In the Morogoro Kilombero District all three groups identified quite a number of craft people and employers. The employers are more individual entrepreneurs and this reflects the major economic activities in the region with a lot of self-employment. 'The focus in Kilombero district needs highly be based on self-employment'.

On the Top 5 opportunities tailoring and embroidery, driving and catering and decoration are chosen very often and the demand on courses from the VETA on these jobs is high. A course on Electrical Installation has to be given priority due to the current Government program under REA. Trained electricians are needed in the rural/remote areas. There are many motor cycles (motor vehicles) in the district and there is a high need for repair, so the fifth course should be on motor vehicle and motor cycle mechanics.

Laboratory technician will not be selected, because it does not fit to the target group of the YEE-project, much more education and training is needed to fulfil this work.

It is recommended that entrepreneurship skills has to be a cross cutting course. Tailoring, driving, catering, decoration and technical installation and motor vehicles repair, all performers need to be also act like an entrepreneur. As a result participants may even be able to perform different jobs.

A young boy with dark skin, wearing a red shirt, is seen from the back, looking at a whiteboard. The whiteboard has a list of words written on it, each preceded by a number in a box. The words are: 01. ELEGANT MAGIC, 02. LIVESIDE APOUR, 03. M... (partially obscured), 04. ... (partially obscured), 05. ... (partially obscured). The boy's head is in the foreground, slightly to the left, and he is looking towards the right side of the frame where the whiteboard is located.



1. UFUNDI
2. UFUNDI
3. UFUNDI
4. UFUNDI
5. UFUNDI
6. KILIMANJARO

5. Findings

In this chapter, all data from chapter four and further input from the meetings are collected to get an overview of the top priorities of the jobs, the required skills and total number of participants and their reflection on this first step in the YEE project.

5.1 The top 10 job priorities over the 9 regions

To find the TOP 10 jobs all Top 5 lists of the meetings has been put in one list. Then a combination is made with jobs in the same sector. Each sector is given a score regarding how many times they have been placed in the top 5 list. In this way, we found the priorities all over the nine regions.

Three jobs were not selected to take place in the Top 10, including laboratory technicians, education and teaching. These jobs are not suited to the youth of this Yee-project and they take too many years to be qualified for such a job.

Small business and entrepreneurship got a place of number 11 in the overall list. It disappears from the top 10 list, because it is recommended that small business and entrepreneurship skills must be integrated in all kind of courses.

TOP 10 JOB PRIORITIES

Favourite jobs in a same sector	No.1	No.2	No.3	No.4	No.5	Total Number
1. Driving and transportation	10	4	2	3	-	19
2. Tailoring and batik making	5	7	4	3	3	22
3. Livestock, poultry, fish keeping and fishing	5	3	2	5	4	18
4. Construction: carpentry, sofa making, painting and electrical	3	3	4	2	5	17
5. Cooking, catering and decoration	12	2	3	2	4	13
6. Masonry and brick making	1	3	2	4	1	11
7. Agriculture, horticulture and food processing	-	2	1	4	3	10
8. Mechanics motor vehicles, vehicles and car washing	2	1	3	4	-	10
9. Service sector: saloon, tourism, art and hospitality	-	-	2	4	3	9
10. Welding, plumbing, fabrication, computer maintenance	-	1	2	2	4	9

5.2 Job descriptions, vocational and cross cutting skills required

In the meetings participants made an assignment to give their idea about the content of the suitable and available jobs for the beneficiaries of the YEE-project and the required skills to perform those jobs. In the following paragraphs, you find these job descriptions and required skills of the top 10 job priorities in the same sector from paragraph 5.1. For the group number 10 of welding, plumbing, fabrication and computer maintenance there is no input from participants. For number 11 the small business and entrepreneurship there is, it is described in 5.2.10. Five job descriptions has been reflected during

the meeting with stakeholders on 6-08-2015. Their input has been added.

5.2.1 Driving and transportation

In the transportation sector the opportunity of driving is mentioned in a lot of districts. It is about driving motorcycles (pikipiki), bajaji, small cars and small tractors with ploughing machines behind. The aim of driving is transporting industrial goods to shops, passengers, luggage's, livestock's and cargos from one place to another. Drivers need to be able to drive their vehicle, be aware of driving laws and regulations and behave like them, understand the road signs and the rules and the guidance on the roads. Basic car mechanics, technical skills of maintaining the vehicle and equipment are required: changing of oil, checking cooling fluids and tiers and replacing tiers. Customer care is important, drivers need to communicate well with their customers, passengers need to feel safe and their luggage must be taken care well. Drivers need to have reading and writing skills to be able to offer receipts and to read maps. Entrepreneurial skills, including the ins and outs of insurance issues are needed for those who want to be self employed in the informal sector. Students need to be aware of the process of getting a driving license.

In the informal sector, drivers are self-employed and offer their services in the market areas near airports and bus stations, near

hotels, along the roads and corners where a lot of people are coming along. In the formal sector drivers can get employment in industries, companies, public and private organizations, government institutions, hotels and personal employers. Car washing can be done in areas where there are many customers, most of the time it is about self-employment.

In the meeting 6-08-2015 it is reflected that driving is one of the fastest growing sectors and that it has plenty of opportunities. A driving course takes 6 weeks and therefore it is possible to have intensive practical driving skills, combined with entrepreneurship. The developed driving courses have a need to be integrated with entrepreneurial skills. Field placement will enhance driving skills.

¹References are provided in Annex 6

Driving courses need to reflect the local context.

5.2.2 Tailoring and batik making

Tailoring is one of the top job opportunities that comes out of this skills market analysis. In tailoring there are many tasks involved. The identified tasks are design, preparation of patterns, cutting, sewing and operating (pushing) the sewing machine, embroidery (decoration), overlooking and finishing the cloth. As a tailor you can make different products, such as clothes for all types of people (male, female and children) but also bed sheets and pillow cases or table clothes. In batik making a craftsperson uses wax and dye to decorate cloth. In batik making there are such tasks involved as buying bales of white material, buying colors for decoration, mixing pieces of clothes in colors, find good places to dry the wet painted clothes and finally sew and sell the batik pieces.

Tailoring is mostly found within the informal sector but can also be done as wage-employment. In the informal sector there are self-employed individuals as well as groups working together. A good place for a tailoring business is within the community where one lives. It can even be done from one's house. Wage employment is found in manufacturing companies/industries. Batik making is mainly within the informal sector. Some of the tools used in tailoring are thread and needle, scissors and tape for measuring.

The skills required in tailoring are knowing how to take measurement from the customer, designing of clothes, mixing the cloth colors, the preparation of patterns, cutting the pieces of clothes, controlling/operating the tailoring/sewing machine, embroidery or the decoration of the clothes, being able to iron proper and finish the clothes. Some of the cross cutting skills in tailoring are finding a market or marketing and especially taking care of customers and deliver what the customer demands.

In the meeting 6-08-2015 it is reflected that tailoring and batik making jobs are very suitable to the youth of the YEE-project. The job description above gives a good idea of what can be learned. VETA need to develop tailor made courses and also in the short courses of tailoring entrepreneurship should be a cross cutting training.

5.2.3 Livestock, poultry, fish keeping and fishing

In the sector of livestock farming you can find jobs in keeping of cows or chickens, fish, pigs, bees, goats, sheep, quails and fowls. In general the main tasks are to find a (large) area to keep the animals you want to keep, to build the houses, sheds, huts for them, to find or buy enough and healthy food, to find and hire the human resources, the people who attend to the animals. Attention is needed to keep the environment of the livestock farm nice, healthy and clean. Every farmer needs to know and use the proper tools for their type of animal farming.

Poultry is one of the livestock keeping that is mentioned very often. Tasks in poultry that must be performed are: buying quality chicks as layers or broilers, establishing the sheds with lamps for providing light, cans for water and supplying food, grain and using incubator and stabilisers for incubation of indigenous poultry. There is a need to take care of the health of the chickens, to discover the symptoms of diseases and provide first aid, knows where and how to buy good, healthy medicines for protection and vaccination. In the end the poultry farmer needs to be able to slaughter the chickens.

For bee keeping it is important to find or built modern bee hives, know about the environment when and where the different flowers are, which can be visited by the bees. The bee keeper needs to recognise when there is a good or less good environment for the bees and has to take care of the health of the bee population, applying the

different medicines for them. In the chain of beekeeping there are opportunities to do the honey processing in all kind of products like candles, skin protecting and medicines.

The fish keeper requires skills in pond making, working with the proper fencing and fishing nets, identification of different fish species and finding the availability of baby fish and good fish food. The fish keeper needs to take care of the environment.

The fishers need to know where it is good fishing. They need skills to make the fishing boats, to make a sail, to mend the fishnets and small boats for nets supplies and distribution. Steering their boats to a good place they know how to drop their nets and get the fish on board and on the beach.

The livestock keeping can be done within the environment or outside, elsewhere. It can be done in the forest, in the farm fields, in home settings and in government reserves. Each farmer in the livestock sector is also an entrepreneur. Most of the jobs are in the informal sector and therefore self-employed. A fish keeper can also be employed in a company. Self-employed livestock farmers can act as an individual, but also as a group in cooperation. All these entrepreneurs need to have skills like: market findings, good networking skills, quality strategies, making a business plan, competing and exchanging strategies, problem solving, sales and record keeping, communicating skills with e.g. livestock officers.

5.2.4 Construction: carpentry, sofa making, painting and electrical installation

The carpenter and sofa maker make furniture like beds, sofas, chairs, tables and doors. Another task of the carpenter can be the roofing of buildings. The carpenter needs to deliver quality work by taking good measurement, sawing properly, arranging the beams and rafters of the roof and connecting the pieces (by nails, screws and pen timber connection). The sofa maker will be able to cut the size of the coating of the sofa, to arrange the colors and to mend, fix with nails and tailor of the piece of cloth for cover. Painting is the job that will be performed when a new house is ready or to maintain an older house in beautiful colors or washing. In the construction sector there are jobs to do the electrical installation, the fixture & fittings, the electrical wiring and the bulb connection in houses. For the electrician it is very important to know all about electricity in order to make good and safe connections.

The work environment of the carpenter is in a factory, in a workshop or in the informal sector. Sofa making is done in small industries and workshops around the community. Painters and electricians can be self-employed or be employed within a construction firm.

When carpenter or sofa maker sells also their furniture, it is important that they have good entrepreneurial skills, marketing and advertisement. Customer care is important to address the needs of the customer in buying qualitative beautiful furniture with a fair price. Also the electrician will need entrepreneurial skills in making and selling electric tools.

In the meeting 6-08-2015 it is reflected that a lot of jobs in constructions are suitable to the target group of the YEE-project. VETA has already developed short courses of training of three months in electrical installation, plumbing and painting. For carpentry and sofa making there are only courses of 2 years. So there is a need to focus on a specific task within carpentry, that can be performed with high quality after a three month training. Recommendations to the VETA are: ask the community, go back to the market and develop a tailor made curriculum for a specific region or district/municipality. Repack contents of the packages of the VETA short and long courses that suit

to the need of that area and the youth. Integrate entrepreneurial skills also in the short courses, so an update of curriculum is needed.

5.2.5 Cooking, catering and decoration

The jobs that are identified in the food and service sector are about cooking, catering and decoration. The preparation and cooking of different varieties of food (also for diabetic people) is the main task when cooking. The job can be done with more perspective when also baking by oven (loaf of bread and cakes) or preparation of cold soft drinks, e.g. juices can be added or can be offered as a specialisation. The catering needs to find a market through advertisement and do proper purchase of varieties ingredients of food and sales of the services. It is very important that the cooking and the catering will be done in a cleanliness kitchen, in and outside. Preparing, cooking, use of kitchen utensils, storage, packing and serving need to be done in hygienic surroundings and with good methods. Presenting and serving the food requires good customer care, hospitality and good service by e.g. arranging a beautiful buffet or a good arrangement of tables. To this, cooperation with decoration people can have added value. In the decoration job a service is delivered to decorate venues during different meetings like wedding, funerals, birthdays, workshops, sports/games, church sacramental celebrations and graduation ceremonies. The tasks that will be performed are: arranging of tables and chairs, placing flowers and piece of clothes, lamps. The decorator needs to have prediction skill about how much materials are needed. She/he needs to make different setting arrangements, identifying the different events and the colours of timber, flowers and clothes that match the event. Practical technical skills as measurement, handle with pins, hammer and nails are required and taking hygiene in account. Customer care is an important competence as a celebration is of big importance to the customer.

The working environment of cooking, catering and decoration services is in kitchens, restaurants, hotels, market place, industries, conferences halls, celebration places and private houses. The jobs are sometimes employed jobs, but most of the time it is about self-employment. For the decoration the motto is 'Anywhere and at any time'.

All the three jobs require entrepreneurship skills: Purchasing, marketing, acquisition and pricing, selling, investing and finding employers to serve. The ability of reading, writing and counting is mentioned by one group for the decoration job.

In the meeting 6-08-2015 it is reflected that the jobs described are suitable to the youth of the YEE-project, but that there is a need of separation and categorizing the content based on a 3 month schedule and number of types of food. What is needed in the region, what is the level of the need of youth and how to match with the VETA curriculum? Some courses are too advanced. So the available course of food preparation, catering and decoration need to get an update, a tailor made one. In terms of entrepreneurship in all tailor-made courses there must be trained how youth can manage and run their small business.

For those who cannot read or write, VETA will develop a certain package, based on the characteristics of that group. And if a part of the group can't read or write they get another way of delivering the skills by learning by seeing, demonstrating and repeating. The representative of disabled notice that 45% of disabled in Tanzania are illiterate, against 25% of the non-disabled people. So people with a disability need to have more effort to be enrolled in courses.

5.2.6 Masonry and brick making

In the construction sector there is a lot of work to do. Everywhere

you see a lot of activity in building new modern houses. The jobs in masonry and block making are mentioned frequently. As a block maker, you need to have bathing skills, knowing the receipts of how much water, sand and cement you have to mix. You need to have a good network where to buy qualitative good raw materials: in each region they is something else available. And all over the country they make different types of blocks and bricks. Good use of the proper tools as mixer, block making machine, block plates, spade and gloves is required. You need to have a good attitude to carry the blocks in a proper way to stay healthy and strong.

In masonry you need to have the technical skills of building the house with the right measures. You are able to read the drawings and maps of the building and know how to measure. Adequate use of important tools for building is necessary. Different skills are required for the different stages of construction, for example building the foundation, the walls and having competences about roofing on top and putting tiles inside your house. To be an all-rounder it is important to know about different styles of old and modern houses.

The work environment of the masonry industry is mainly within the informal sector, with self-employed individuals but also in groups. Block makers need to have big fields about 70 x 70 meters on which they can produce, dry, store and sell their block or bricks. Customer care and good networking are important competencies for bricks makers.

5.2.7 Agriculture, horticulture and food processing

As a farmer/gardener you need to prepare your farm/garden well, good digging and taking care of sufficient water or organizing a good irrigation system. A farmer knows how to produce good seeds or where to buy this quality seed. For the vegetables, fruit, food and cash crops the farmer needs to be aware of the proper season for planting, weeding and harvesting and he/she acts just in time. Responsible also for healthy food and fruit and a good natural environment the farmer knows all about (natural) pesticides and fertilizers and knows how to use this. Working with appropriate tools equipment she/he works efficiently and safely with scythe, bush knife, water pump and modern equipment.

For storing and preservation farmer needs to use the proper methods and there is a necessity to have a clean and well organized farm or garden.

There is another job connecting with agriculture and horticulture namely processing the products of the farm or garden: Processing of fruit, vegetable and oil foods (cashew, sunflower). What are the proper methods of preserving, packing and storing? Where can you find the materials?

Horticulture will be nice along the river or around the dams. Farms can be found in the high areas and on flat land as well. Most agriculture is in the informal sector, self-employed. Farmers and gardeners can work individually, but also in groups. Then they can share their ideas, learn from each other and buy good modern equipment that can be used by all of them. Processing food will be done in the neighbourhood of farms and gardens, but it is also important to consider the transportation availability.

Entrepreneurship skills are important for farmers, gardeners and food processors. First they need to explore the needs of the region, district, people or factories. Considering the fertility and the possibility of the land where they live, they need to communicate with the local authorities, the District Council and the Land Department, the market managers or agricultural extension officers at the respective areas. Where are the opportunities to plant, harvest and sell crops,

vegetables, fruit and plants? They need to know how to get sources of capital, loans and how to handle this in investing in a future of a modern farm, garden or food processing business. Advertising is another skill that is required within the entrepreneurship skills.

5.2.8 Mechanics motor vehicles, vehicles and car washing

Throughout the country roads are improving and people are getting more mobile with an increasing number of cars and motor bikes. Motor vehicle mechanics therefore provides a real opportunity for future jobs for youth. For motor vehicle mechanics the main tasks are taking care of the engine and other mechanical parts of a motor vehicle, electrical wiring, tier repair, panel beating, vehicle painting and car washing and pump service.

Car washing is a nice job, related to the transportation sector. You need to have and use proper working tools and protecting materials after washing. You need a spacious area and cleanliness water. Technical skills are about knowing what areas of the car can be wet and how to protect those areas that should not be wet. You need to have environmental care, that the area stays nice, clean and not get contaminated with chemicals. You need to do good customer care and be trustworthy by taking care of the belongings of the customer and put all the belongings back in the car.

There are different skills that are important for motor vehicle mechanics. For example it is important to know how to mount and dismount a motorcycle engine. For the electrical installation it is important to know how to draw the circuits you plan to make, to do wiring, connect light bulbs and read the meter. It is also important to know how to make repairs on various motor vehicles. This requires a variety of skills such as knowing how to service an engine, panel beating, vehicle painting and tier repair. It is also important to know which tools to use and when/how to use them. Some of the entrepreneurial skills that are important for motor vehicle mechanics are advertisement (marketing) and sales.

Motor vehicle mechanics can be found in both the informal and formal sector in companies and industries. Motor vehicle mechanics can be done by individual people or by people working in groups. It was noted that every village must have a working group of motor vehicle mechanics.

In the meeting 6-08-2015 it is reflected that the jobs in mechanics are suitable to the youth. What can be learned is basic vehicle maintenance, basic car cleaning, customer care and life skills. VETA has already developed training packages for motor vehicle mechanics, auto body repair, customer care entrepreneurship and life skills. All above need to be repackaged by VETA to fit the need of the target group and the specific market in one of the regions.

5.2.9 Service sector: saloon, tourism, art and hospitality

People all over the world like to take care of the way they look, live in a nice environment and enjoy entertainment. In Tanzania it is no different. It is no surprise that saloon, art, tourism are popular jobs especially in urban areas. As a saloon owner you have to know about and be able to style different types of hair. Tasks involved include setting, re-touching, steaming, and plaiting of the hair. Decorating brides and grooms can be an important source of income. Saloon is predominantly within the informal sector. It is important to have a shop at a strategic location where you are visible such as along

the main roads. Skills that are important for saloon owners are knowledge of different hairstyles, the best type of hair chemicals, different cosmetics and chemicals for decorating brides and grooms or people with grey hair (piko).

The art sector provides for a variety of jobs for youth to be involved. Jobs vary from fine arts to the making of drawings, music, carvings, painting and dancing. The environment where artists perform their work is predominantly in the public areas such as schools, offices, theatres (fine arts), theatres and discos (music), office and the street (painters). Clients are visitors of places of entertainment but also buyers of paintings or carvings such as carved beds (kigoda).

In the hospitality sector you can find jobs in hotels and tourism at all levels. For the youth of the YEE-project cleaning rooms, preparing food and gardening are fine jobs with possibilities for a career to other jobs as a host or a receptionist.

In the service sector customer care is a must. You need to be competent in providing service to the needs of the customers, a friendly and firm attitude, pro-active and delivering service of a high quality. The service can be delivered as self-employed and as employed within the private and public institutions as hotels, restaurants and government and schools and offices.

5.2.10 Small business and entrepreneurship

A growing population and a growing economy provides new opportunities for business, big and small. For small businesses a number of opportunities were identified such as food vending, tailoring, decorating, soap making (washing soap and toilet soap), charcoal making (especially paper charcoal) and the selling of clothes and cosmetics. Important tasks for running a small business are acquiring and obtaining a business licence, acquiring and managing of capital, accounting, communicating with customers and keeping the business environment clean.

Small businesses are in the informal sector and can be run both by individuals or a group of individuals that form a company. The best environment for small businesses is within the communities that surround them. They can be located at the market place or in a kiosk or shop.

To run a small business well it is important to know how to make particular materials or product or how to deliver a certain service. Financial skills are also important, such as knowing how to get capital and how to self-manage capital (bookkeeping and financial management). Other entrepreneurial skills are knowing how to deal with business challenges and competition, sales skills, customer care and to be pro-active. The overall cross cutting skills that have been identified are customer care and communication.

5.3 Participants on the meetings in all regions

This paragraph gives a list of the participants that attended the meetings in the different districts and municipalities. It gives also the division in male and female participants. On the register form there was no question about the (dis)ability of the participants, so the number of disabled people or their representatives is not exact and based on information from pictures, memory and adding's during the meeting on 6-08-2015.

Lindi District

Groups	Male	Female	Disabled
Government officers	13	11	-
Employers/ master crafts people	13	4	-
Youth	13	21	-
Total:	39	36	1

Lindi Municipal

Groups	Male	Female	Disabled
Government officers	9	14	-
Employers/ master crafts people	15	5	-
Youth	14	16	-
Total:	38	35	0

Mwtara District

Groups	Male	Female	Disabled
Government officers	19	6	-
Employers/ master crafts people	13	4	-
Youth	11	11	-
Total:	43	21	1

Mwtara Municipal

Groups	Male	Female	Disabled
Government officers	13	9	-
Employers/ master crafts people	13	1	-
Youth	3	8	-
Total:	29	18	-

Dar es Salaam - Temeke

Groups	Male	Female	Disabled
Government officers	6	14	-
Employers/ master crafts people	-	-	-
Youth	12	10	-
Total:	18	24	2

Dar es Salaam - Ilala

Groups	Male	Female	Disabled
Government officers	10	10	-
Employers/ master crafts people	14	-	-
Youth	9	7	-
Total:	33	17	1

Pwani - Kisarawe

Groups	Male	Female	Disabled
Government officers	14	8	-
Employers/ master crafts people	12	8	-
Youth	14	12	-
Mixed group	12	11	-
Total:	52	29	4

Pwani - Kibaha

Groups	Male	Female	Disabled
Government officers	13	8	-
Employers/ master crafts people	8	4	-
Youth	14	513	-
Mixed group	8	9	-
Total:	43	34	2

Morogoro - Kilombero

Groups	Male	Female	Disabled
Government officers	29	12	-
Employers/ master crafts people	9	5	-
Youth	16	16	-
Total:	54	33	7

Number of participants of all regions

Groups	Male	Female	Disabled
Government officers	126	92	-
Employers/ master crafts people	97	31	-
Youth	106	114	-
Mixed group	20	20	-
Total:	349	257	-
Total number participants	608		18
Participants 28 meetings	Avg. 21		

5.4. Reflections of the participants on the labour market and skills analysis meetings

At the end of each meeting there is some evaluation and reflection on process and results of the meetings. Two different methods are used:

- plenary giving answer to the question ‘what did you like about this meeting?’
- on the evaluation chair giving statement about ‘what you (dis) like about the meeting?’

In this paragraph you find the summary of the reflections of the three groups of participants.

5.4.1 Reflections of the Government officers

This YEE-project has come as a blessing, we are dealing with a big population of youth. There is hope that marginalized youths will be supported and that in a next stage of the project they can be identified. I am satisfied about the results of this meeting and happy that all the analysis we did gives us a real list of jobs. Up to that, it really involves people from the grassroots, employers and government to get this results. We discovered the opportunities and the jobs available in our district. Happy to identify opportunities, the employers and the master craftspeople.

Through VETA it will minimize the cost for those that will be selected and it will help the youth to increase their house income in the future. It is good for the youth to learn also from craftspeople, because to go to VETA there is sometimes a barrier (the idea that it cost money, or others). Impressed that we have touched the right wards, not only those concentrated in town, but those on the side because they are sometimes forgotten. Sure that the project will be sustainable and the impact will be big. I am happy that the project has involved the youth from the beginning, that we are getting rid of the mind-set that everyone should depend on the government. By involving them they can develop their self, not only depending on the government.

Not happy, because participants were coming so much too late. Disappointed with miscommunication, that's why we started late and not happy the way communicated with ward executive officer, information was send late and the event for youth was on a public holiday. Not happy with the way about the information about the workshop especially the washrooms.

Pleased by the participatory methods used for this project, bottom up approach. Due to the approach we are able now to get the youth in our district, involve them fully in the YEE-project. Appreciation of the full participation. Interested that we came up with a lot of jobs but we have made our priorities, it was the most useful program and workshop in our district. We liked the methods and want to learn them.

5.4.2 Reflections of the employers and master crafts people

The intention of this project I prefer much: to get a job to those young and disabled, to even give a chance for those who did not go to school. It will have positive effect on the surroundings and areas. It is a gift of God and good for the youth. The request is to do this YEE-project not only in 5 regions but target all the 26 regions of the country so Tanzanians are not living on a dollar a day, but consuming 2 or 3 dollars. Apart from what made me happy, I want to say that we need to take a step further, it is now time that youth are given a piece of land and so they can take care of themselves. There are not enough jobs over here.

What I liked in this meeting is that we have experienced that training

institutions have developed their training in isolation, but this one is involving all stakeholders.

Working within a short time but big and profitable – big good result. We are very pleased about this meeting, because it made us aware about the available opportunities and jobs in our district. We found other opportunities that we first did not know, the group discussing learned us much about the modern way to do some jobs and how to combine some opportunities. Impressed by the way we have shared information and she was very interested to learn what she is doing has been recognized as an opportunity. To meet with other people and the way of presentation was very nice, I learned a lot about presenting the flipchart.

Thank you for preparation and participatory methods. I am happy for being brought here and learned very much, working together is very important. I have gained much because I have met different people from different areas and came to know so many different opportunities. It may also be good to revise the opportunities in 6 months because there are always new opportunities that come up. What is most interesting is the way this program is planned for the youth because I am touched by the situation of the youth and I have a burden for them. I make a promise that I will teach the youth about food processing. I also appreciate the way the facilitators were open. What I liked is the environment where our meeting was conducted, it is quiet and conducive for learning.

It is good that we identified opportunities for the youth to improve their position, but what is needed most is supporting these youth by guiding.

5.4.3 Reflections of the youth

Asante sana to God for bringing us all together. Unfortunately I cannot speak proper, but my heart has now warmed from all that's been done. I am impressed that even the disabled have a chance to participate in such a program. Coming from different locations we worked together very well. Appreciating to be together, meeting with other youths and all things discussed, I would like to thank the organizations involved in the project. I believe and hope that youths will improve their lives from this project. Being here together a lot of opportunities have been discussed that can take away youths from the situation they are in.

I am happy because this meeting has provided with a list of challenges and opportunities, and a new way of looking at them, learned new approaches for life and also how to prioritize opportunities. We learned how to work in groups, to share and to come to a common understanding, how to cooperate and respect others ideas. Nice to see how we can select opportunities which are both within our surrounding and our capacity.

I am happy, we were at the right time to be here, the things that we have discussed here, are very important for us, we still need your support.

Normally in my experience we are welcomed by other Tanzanians, but today I was welcomed by white people in a kind way. Today he has learned some new English words. Impressed by the facilitators, good that we all had a saying and I appreciate and congratulate the facilitator on the speed that has been shown on the part of facilitation. Appreciating that there is a way forward supporting youths from vulnerable groups.

From this gathering I have learned about small business, before I thought these people are wasting their time. But coming up today I have learned and in mind, that if such vendors get enough support they can become successful business people and improve their life. I am happy because I learned how to plan and strategize to be a successful entrepreneur and to overcome risk.

I am happy because the place was comfortable, plenty of wind blowing through. I am not so happy with the starting time, which was a bit late.

It was a very interesting meeting, I am with VETA designing clothes for motorcycle drivers. I am a form 4 graduate and I would be happy if the project would not only look at unqualified people but also provide some opportunities for those with some qualification.

What I like this most of coming here - we could not drink what we got at home- but I like the active participation and the interaction with others!

5.4.4 Reflection from the two mixed group sessions in Pwani Kisarawe and Pwani Kibaha

First of all, thank you all of what you have been doing since yesterday. I am very much interested in the participatory method of teaching and the mixed group that facilitated very good networking. Through networking you can find that there is very much help. I have learned that you can solve your problems through others. I am very much interested in the way you have prepared this seminar training and I like most the methodology of your training. The training takes not much time and it is very well understood.

If we need something it is good to share with others what you need, in a working network you can find support through someone else's network. It is an easy way to learn the need of someone and to respond on it.

I appreciate the way the workshop was facilitated through very participatory ways and the way I was involved in every phase of this particular workshop. Despite the fact that yesterday I was not able to attend, by attending today I have been able to understand everything.

let us encourage to make the youth aware by taking a course of VETA and let them focus on it, so that it will change their live. Connect youth to a person in the same profession in which he/she is learning, attitude and technical skills are both important and need attention and guidance.

6. Conclusions and recommendations

In the meeting 6-08-2015 the participants draw some conclusions on this market and skills analysis and give their recommendations for the next step of the YEE-project.

The YEE-project feels very valuable to all the people who are involved during the labour market and skills analysis. All categories of people are represented in the meetings and the number of people met is very good. Important that the beneficiaries are involved from the beginning and it will take more effort to involve disabled people and female youth. The number of disabled people met during the meetings is too low, only in Kilombero there is a rather good representation of them. So the demands of the disabled youth on vocational training need to have more attention when courses are selected and curricula are developed. In some regions there is also the issue of gender, in some Top 5 job opportunities there is bias, because the Top 5 is chosen by groups with more males than females.

The YEE-project needs to be implemented because all the stakeholders are so positive. At all levels and all areas there is a good representation.

For the next steps in the YEE-project it is recommended that:

- The involvement of stakeholders at all levels and stages of the project needs to be facilitated. Be creative to look for worthwhile opportunities to meet the government officers, employers and craft people and youth again and ask their input and cooperation. Give all of them a proper saying in what is needed in process and results of the project.
- Find and use strategies for disabled reinforcement, there is a need of stress of invitation and involvement of disabled people and also more female youth. Involve the community to identify them and to learn about their needs.
- The preferences of youths as well as the demands of the labour market in the different regions should be considered by VETA's curriculum. VETA needs to prepare, update their training curriculum on the identified packages. In identifying and consulting beneficiaries in their region and using this study in selecting the exact trades or jobs with concrete tasks the development of curricula can be done and be updated. In all courses the training of entrepreneurial skills must be integrated in all curricula, tailor-made to the jobs in that specific course. For concreting the courses, there is a need to go back to the target groups, disabled and female youth included.



Annex 1 - identified employers in Mtwara and Lindi

During our visit in Mtwara and Lindi we managed to meet **48** employers from different sectors including oil and gas, services, hospitality, financial institutions, manufacturing, construction and informal sector and managed to interview some of them who were available but few of them were not available, this was the case for both Mtwara and Lindi. 35 employers were visited in Mtwara and 13 were visited in Lindi.

Table 1 below, shows employers who were visited in Mtwara and those with job vacancies for all Tanzanians and those who are ready to accommodate youth from Mtwara with Vocational training.

Table No. 1 identified employers in Mtwara

Employer Name	Employment opportunities	Contact
DANGOTE	Electricians / Drivers / Load packagers / Cleaners / Mechanical fitters / Crush Operators / Auto electricians / Instrumental Technicians	Mr. Vidya Sagar Dixit Sr. General Manager P.O. Box 1241,MTWARA Tel:+255 232-334-513/514 Mob: 0774-427-196
Micromix System Ltd	Packages / Drivers / Cleaners	Mr. Sunil Kamath Hizar Cashew Processing Head Mob: 0684-224-658 E-mail: sanil.mizar@etgworld.com
MTUWASA	Plumbers / Artisans/ Electrical technicians / Mechanics / Laboratory artisans / Drivers	Eng. Juma Soud Technical Manager P.O. Box 141, Mtwara Tel: +255-023-233-3596 Email: mtuwasa@gmail.com www.mtuwasa.co.tz
Shapriya Engineering and Construction	Plumbers / Machine operators / Electrical technicians / Mechanics/ Drivers	Mr. Vidya Sagar Dixit Sr. General Manager P.O. Box 1241,MTWARA Tel:+255 232-334-513/514 Mob: 0774-427-196
SOLVOCHEM TANZANIA LTD	Machine operators / Electrical technicians / Mechanics / Drivers	Mr. Ibrahim Kajugusi Technical Manager Bandari Road Plot 1 P.O. Box 1351 Tel: +255 232-334-712 Email: kajungu@solvochem.com
Cashew nut Company (2005) Ltd	Machine operators / Electrical technicians / Drivers	
TANESCO	Machine operators / Electrical technicians / Mechanics / Drivers	Eng. Mkuluungwa A. Chinumba Manager P.O. Box 3 Mtwara Tel: +255 (0) 232-334-623 Mob: 0784—504-946
Alistair Services	Drivers / Electricians / Machine operators	Doris Nchimbi HR and Admin Mtwara P.O. Box 4543 DSM Mob: +255-754-001 643 Email: doris.nchimbi@alistairgroup.com
Weatherford	Drivers / Electricians	Mr. Kais Mob: 0758-539-818
ASCO Tanzania	Electricians / Mechanics / Machine operators / Welders / Plumbers	Neema Ndikumwami Community Relation Manager Mob: + 255-786-716-318 Email: neema.ndikumwami@ascoworld.com

BNN Royal Palm Hotel	Cleaners / Gardeners / Drivers / Electrician	Shangani, Mtwara Mob: 0717 026 277 Email: gm@bonnroyalpalmhotel.com
VETA	Drivers / Electricians / Mechanics	Mr. Emmanuel A. Ikandilo HR & Admin Manager Shangani West Area, Mtwara RVTSC P.O. Box 58, Mtwara Tel: +255 23-2-334-094 Mob: 0754-004-700
NAF Hotels & Apartments	Drivers / Receptionists / Cleaners	Mr. Dennis Mrosso Manager Shangani Beach Area P.O. Box 179 Tel: +255 23 233 4706 Mob: 0714 030-304 Email: dennismrosso1989@gmail.com
Viettel Tanzania Ltd	Drivers / Electricians / Machine operators	Mr. Phan Anh Manager Mob: 0656 617 636
Hotel La Ville Nouvelle	Drivers / Electricians / House keepers / Front office / Food and beverage specialists / Waitresses	Mr. Patrick Mwambishe Mob: 0657-587-802
Medical Stores Department	Plumbers / Electrical technicians / Drivers	Siku Baleja Ag. HRM Mob: 0754 540-775
Supply Base Solutions (SBS)	Logistics / Electrical technicians / Drivers	
Stella Maris Mtwara University College (St. Augustine Mtwara Branch)	Drivers / Electricians	Fr. Yohanes Nachihangu Deputy Principal for academic affairs P.O. Box 674, Mtwara Mob: 0786 090-788
National Microfinance Bank (NMB)	Cleaners	Lightness Zabron Mob: 0715 612 207
Proactive Solutions Tanzania	Electricians / House keepers / Front office / Food & beverage specialists / Waitresses / Plumbers / Electricians / Drivers / Mechanics / Machine operators / Welders	Mr. Nestory Phoye Managing Director Mob: 0787 339-699

Table No. 2 identified employers in Lindi

Employer Name	Employment opportunities	Contact
Kadogoo INN 2007	Drivers / Receptionists / Housekeepers / Cooks	Mr. Hassan A.Nassoro Manager P.O. Box 134, Lindi Mob:0786 718 913
LUWASA	Plumbers / Electrical technicians / Drivers	Mr. Adam Alexander Managing Director P.O. Box 175, Lindi Mob: 0713 25 57 91
TANROADS	Secretaries / Office assistants / Drivers	Eng. Isaac S. Mwanawima Mob: 0754 276 829 Email: imwanawima@yahoo.com
BAYPORT	Customer care and marketing specialists	Rehema Abdi Administrative Officer Mob: 0767 229 349

MUDY BROTHERS	Welders / Electrician	Mr. Hamis Hamimu Manafi Mob:0755 721 717
BRIGHITA DISPENSARY	Drivers / Cleaners / Nurses	Dr. Vogt Mob: 0784 913 939
BODABODA GROUP	Motor vehicle drivers	Hery Issa Mob: 0717 916 226
PEACE BEACH HOTEL LTD	Housekeepers / Barmen / Waitresses	Mr. Sudip Das Operational Manager Tel: +255 23-220-2829 Mob: 0656 032-044
RONDO PHARMACY	Nurses / Cleaners	Mama Fauzia Manager Mob: 0715 333 382
M.E. & Company	Machine operators / Drivers	Markn E. Makundi Project Manager Tel: +255 22-2774 503 Mob: 0718 973109, 0769973109 Email: markmakundi@gmail.com

Prepared by Jane Sorogo and Alana Nchimbi from Tanzania Employment services Agency (TaESA).



1 SMALL INDUSTRY

2 CARPENTRY

3 MECHANICAL

4 TAILORING

5 JEWELLERY

6 PROCESSING

7 ELECTRICAL AND INSTALLATION AND ELECTRONIC

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