



Meeting Minutes

Vocational Training Center (V.T.C.)

Kilema/Tanzania April 2019

Location: Kilema, Tanzania

Date: 27th to 29th of April 2019

Participants from Tanzania:

Project Team with Father Aidan Msafiri, Henry Natai, Mary Mchaki, Sr. Cecilia, etc....

Participants from Austria:

Walter Koch / Chairman of P.A.P.A.-Bridge and Heinz Sackl

Executive Summary



Overall, there has been great progress since our last visit. That, however, also comes with great challenges. We also need to inform you that principal Joel unfortunately quit the position after his trial month in March. We therefore employed a new principal, Henry Natai, on April 1st. Fortunately, he is a high performer with whom the project now faces a more positive and professional dynamic.

Visit in Kilema

As usual we were warmly welcomed by everyone in the village. During our three-day stay we were able to get a good overview of our investments that we made about half a year ago. The highlight, of course, was the traditional board meeting in which we discussed all the next steps and learning points. It was great to see many of the villagers, the teaching staff, the diocese and our organisation work together on the best solutions.



Running of the school

CATHOLIC DIOCESE OF MOMBASA										
P.A.P.A. BRIDGE KILEMA PARISH VOCATIONAL TRAINEES ATTENDANCE RECORD										
TRADES		ROLL			PRESENT			PERMITTED		
NO.	BOYS	GIRL	TOTAL	BOYS	GIRL	TOTAL	BOYS	GIRL	TOTAL	
CATERING	01	03	04	01	02	03	01	02	03	
TAILORING	01	04	05	01	02	03	01	02	03	
ELECTRICAL	01	03	04	01	02	03	01	02	03	
MASONRY	01	03	04	01	02	03	01	02	03	
MVM	01	03	04	01	02	03	01	02	03	
WELDING	01	03	04	01	02	03	01	02	03	
CARPENTRY AND JOINERY	01	03	04	01	02	03	01	02	03	
TOTAL	163	62	225	106	45	151				

As you can see on the picture, the number of students at the VTC has increased to 225! This is a great achievement. Henry Natai, the new principal, has even greater ambitions in mind. He wants to get up to 400 students on board until the end of 2019. This only makes sense, however, if we can simultaneously increase the quality of education. Achieving that is currently our biggest challenge: we now have the results of last year's annual report on the VTC, and unfortunately, they are not great. We have to work together as a team with the new principal and strongly focus on improvements regarding teachers, processes, and teaching content.

Staff and Teaching Content

As mentioned, this is our biggest challenge at the moment. On a more positive note though, we have two absolutely amazing A-players as leaders now: new principal Henry Natai and deputy principal Mary Mchaki, who also manages the Business Development Center. They are both supported by our chief financial officer Sr. Cecilia. It's the first time we feel confident that this management team shares our ambitions and will work hard to improve the school on all levels.

Henry Natai graduated from university in Dar-es-Salaam and has worked as deputy principal for the



last few years in another vocational school. He has a lot of experience. Mary Mchaki has kept everything stable and running with her incredible diligence and commitment since our last visit, and she has also greatly improved the BDC.

Principal Natai now wants to introduce a radical change in teaching, further educate the talented teachers and hire new professional teachers in order to achieve much better results for the next annual VETA report in November 2019. He has already put together a plan of guidelines and measures to implement, which he presented at the board

meeting.

Business Development Center (BDC)

First of all, we would like to thank the BDC's new leader, Mary Mchaki, who has brought the BDC to the next level with her passion and determination. From now on, we will have precise financial and stock value numbers each quarter of the year, which hopefully allows us to invest at the right time in the right places. Our budget plan for 2019 foresees a revenue of EUR 20,000.- and a profit of EUR 5,000.- for all BDC activities.



Since Mary started working more closely with the BDC in November 2018, there have already been achieved some clear financial successes. We also invested in a pick-up truck to transport our goods more easily. It has already arrived and is used on a daily basis. A significant next step to accelerate sales would be a showroom in the city or another area with a high population. This idea was intensively discussed during the board meeting, but there has not been a final decision made yet.

Metal Workshop

Since our last visit we have invested approximately EUR 10,000.- in the metal workshop. The area was extended by a porch and there have been some slight changes inside the workshop. We also acquired some smaller equipment and material to work with. As far as bigger machines go, we are currently only lacking a milling machine. We are currently looking for a really talented



metal workshop teacher who will provide



the necessary professional education for our students and also help make our production more efficient. Due to Henry Natai's large network of teacher acquaintances, we are hoping on a successful development here soon.

The bakery

Everything is going according to plan at the bakery. The only noteworthy thought here is that the profit margin could be a bit better. We are working on this to help those who accomplish this great work earn a fair and better wage. We are also



are also planning on extending our range



of marketing and sales here, however, there will be more about this in the next report.

Carpentry

The carpentry is making great progress. After having bought enough material (mostly wood), we can currently offer a wider variety of products. Among those are wardrobes, doors, beds, caskets (very important in Africa), chairs, tables and other small furniture. This



success is also due to a new

professional teacher in the carpentry department, who has only been working with us for a few weeks. With another investment of EUR 1,200.- in wood, we will certainly see even more improvements here.



Chicken Farm

The chicken farm is, overall, a success story with great profitability. Our current livestock counts 1,600 chickens. One chicken has to be fed for about 6 to 8 weeks before selling it. Unfortunately, there is a new challenge here: a new law has been put into place that makes it impossible for us to continue the farm as we have up to now (semi-professional, that is). We are definitely committed to “upgrading” the chicken farm to current required standards and also to expand our livestock by around 6,000 more chickens within the next few years. That means building a slaughterhouse according to legal standards and conforming to the new packaging and transportation conditions. More details about this will be elaborated in the upcoming months.



Brick Production



Fortunately, our investment of EUR 3,000.- in sand and cement has proven successful. Since our last visit, the VTC has sold more than 3,000 bricks! A special thanks at this point goes to Mary Mchaki, who has made sure that brick production is running effectively and constantly. We now want to invest in a new, even more efficient brick production machine. This should cost about EUR 6,200.- and will produce bricks much faster,

as well as increase their quality by giving the bricks more density. The brick production will soon be one of our strongest business branches.

Solar Technology

This area is developing a bit slower than we expected, even though we sold 13 solar kits in the first quarter of 2019 (we sold 13 in the entire year of 2018!). However, we want to multiply those sales by 2020, which we plan to achieve through targeted marketing, a showroom and a provision model for the solar team. The next steps here will be defined soon by the new principal Henry Natai, Mary Mchaki and Philip Msoma, the solar team leader.



School Shop / Wholesale



The school shop is doing great. The question arises whether we can still improve here. A logical next step would be going towards wholesale. Our current plan foresees investing in a 70m² area for a wholesale store that will cost us around EUR 15,000.-. By creating this, we could make sure that the village's smaller shops will get access to the articles they need to sell. The bakery, workshops and the BDC might also benefit from the wholesale store. We have

yet to decide on a suitable place in Kilema for this project.

Further opportunities for business

On the board meeting we decided that the tailor shop should also be included as a production branch of the BDC. We plan on producing school uniforms in large quantities for students outside of Kilema. We also talked about bottled water, however, this would be a massive project for the future. Bottled water factories come with complex challenges, so we will report further on this idea next time.





Alumni Program

As hinted on last time, we have now finally decided to award the PAPA Bridge VTC Alumni Award at a graduation celebration in November 2019. In order to be awarded, former students will be asked to submit their personal success stories with VTC. The three best stories will also be awarded a price. We also want to publish some of the stories online on our homepage to share and promote the positive impact of the VTC in Kilema and the region.



Sponsorship program

Our sponsorship program is doing really well thanks to intensive cooperation with Claudia Schanes in Austria and Mary Mchaki in Tanzania. We sincerely appreciate each and every sponsor that you make it possible for so many children to escape poverty through education. There are currently 68 running sponsorships with a monthly amount of EUR 30.-. We also introduced the so-called “pool sponsorship program” where sponsors donate EUR 25.- per month in one “pool”. That money is used for different students whose parents cannot afford the full tuition costs.



Next steps

- In July 2019, Rev. Josef Windisch will travel from Austria to Tanzania with a group of parish people.
- In November 2019 the next project trip is planned.

At this point, we would like to cordially thank our donors and supporters. This is an important and great service for the poorest people in Tanzania.

 Regards and blessings,
 Walter Koch – Chairman
 Father Aidan – Tanzania
 And the board of the P.A.P.A. Bridge

