



Meeting Minutes

Vocational Training Center (V.T.C.)

Kilema/Tanzania November 2019

Location: Kilema, Tanzania

Date: 16th to 18th of November 2019

Participants from Tanzania:

Project Team with Father Aidan Msafiri, Henry Natai, Mary Mchaki, Prof. Mosha, etc....

Participants from Austria:

Walter Koch / Chairman P.A.P.A.-Bridge and Fabian Koch

Executive Summary



Overall we can gladly report that our project is headed in the right direction. Since our last visit in April 2019 there have been excellent improvements in many different areas. Especially the cooperation between the principal Henry Natai and deputy principal Mary Mchaki seems to work out great as a team.

Visit in Kilema

After quite a journey to Kilema, we stayed for three days. The graduation ceremony for the VTC's students was the focus of our first day there. We were happy to see over 50 students proudly graduate and celebrate their education! It was our honour to present them with their diplomas. After that we extensively discussed all upcoming challenges with the managing team of the VTC. The traditional board meeting was held on the third day during which we made some very important decisions.



Ongoing running of the school

The last few months were a time of stabilisation and improvement of teaching quality. The processes went well, there were no surprising incidents. The number of students has been kept

the same. With the upcoming school year in January 2020, we are trying to take the next big step regarding teaching quality. Specifically the criteria for admission are going to be toughened. That is why we only will admit students who have successfully graduated from secondary school. All other students - those who have 'only' completed seven years of primary school - will be offered a "qualification test program" in our school. After this two year program, 100 students will have an education in English, mathematics and general knowledge. With the passing of the qualification

test exam, an admission into the three-year VTC program is reasonable.

CATHOLIC DIOCESE OF MOSHI P.A.P.A. BRIDGE KILEMA PARISH VOCATIONAL TRAINING C TRAINEES ATTENDANCE RECORD										
DUTY MASTER / MISTRESS	ROLL NO.	PRESENT			PERMITTED			ABSENT		
		BOYS	BOYS	TOTAL	BOYS	BOYS	BOYS	BOYS	BOYS	TOTAL
CATERING	1	01	02	02	01	02	03	02	02	05
TAILORING	2	02	02	04	—	—	11	05	05	26
ELECTRICAL	3	02	02	04	02	02	02	02	02	10
MASONRY	4	02	02	04	—	—	—	—	—	04
MVM	5	02	02	04	—	—	—	—	—	04
WELDING	6	02	02	04	—	—	—	—	—	04
CARPENTRY	7	02	02	04	02	02	02	02	02	10
JEWELLERY	8	02	02	04	—	—	—	—	—	04
TOTAL		162	53	215	162	53	215			

In order to start this Q-T program we will be trying to add two simple classrooms until mid or end of January, as well as employ three teachers. By implementing this new admission requirement we can ensure that the students in their three-year VTC programs will be challenged and encouraged to achieve an even higher quality education.



Staff and Teaching Content

We are happy to report that our managing team - Henry Natai (principal) and Mary Mchaki (deputy principal) - has stabilized and developed the school further. A lot of 'homework' has been finally done and improved the quality of teaching staff. We are happy to welcome new qualified teachers who will hopefully strengthen us further. The next big step in regards to teachers is coming very soon: We want to have at least one teacher with a bachelor's degree

per subject (10 subject from January 2020). This means finding 10 teachers with a university education and employing them at our school - an enormous challenge, but certainly worth the effort. We will keep you posted on that.

Unfortunately, our long-time financial manager Sr. Cecilia has retired. A job ad for a new finance manager has been put out in order to quickly find someone who can continue to help the school grow professionally and financially.





Business Development Center (BDC)

We would like to congratulate Mary Mchaki, the BDC manager, on her enthusiasm and determination. She is doing amazing work and always tries to improve activities more cleverly. We will report on those in more detail below. Finance controlling is being further refined and is already telling us some few important things. We have been able to make a profit of around EUR 8,000 in quarter 3 of 2019, which is already a success. The numbers will, however, due to some more refinements, only be truly telling by the first quarter of 2020.



Metal Workshop

Here, we have increased our professionalism since the last few months. Tools and working spaces for education were separated from production areas in order to work more efficiently. We also hired another, very well educated teacher who was able to improve our products' quality significantly. What is still limiting us a bit is the lack of a showroom to present



our products actively. Mary Mchaki is currently working on a solution and will bring a proposal soon. A showroom would benefit all our production areas.



The bakery

Everything is going according to plan and sustainably. The pick-up truck is paying off and is enabling us to deliver to more distant areas. Due to hygienic reasons, the cargo area has been closed so that fresh produce can be protected. That means we do not currently face any significant limitations, making it possible for us to increase production.



Carpentry

We also saw some progress in the carpentry workshop. There is a new teacher who designs furniture and has set a new quality standard. The issues regarding machinery and raw materials are



gone, which means that we can also increase production here. Top priority now is getting new orders. A showroom would be beneficial here as well.



Chicken Farm

There was a small setback, as we reported in the last protocol. We had to build and furnished a slaughterhouse as well as a packing station. This is now completed and



running. In the meantime, the number of chickens significantly decreased, leading to a drop in sales. However, stock can now be increased again, and until 2020, we should be at 2,000 chickens again. The chicken farm will grow into a strong and profitable business.



Brick Production



For the first time we are also professionally equipped and staffed for the brick production. After purchasing and putting into operation the new brick machine (produces four bricks at a time) production is going a lot faster. Good business is already being made, especially since customers appreciate the high-quality bricks coming from the machine. What we need to do now is optimize the processes, use the machine's full

capacity and have enough raw materials on site. From 500 bricks a month we should be able to make up to 10,000 - a really ambitious goal.

Solar Technology

The solar technology area has not been going great so far. Nothing changed in the last few months. We discovered more and more cheap competitors who put our quality products under pressure. This makes us look at the business case in a new light. The solar team has been closed and integrated into the electricity workshop. Smaller special projects can be implemented according to demand in this way. Our next step is to find a new solution with competitive products. Solar technology is still a promising business area, especially in Africa.

School Shop / Wholesale



After our last visit, EUR 15,000 were invested in building a 70 square meter school shop that also represents a hub for wholesale and detail sale. The building is located near the school. We are happy to report that it is going well and an inventory has been built. Processes, prices and stockturn definitely need to be more optimized in



the next few months. Overall this initiative makes a lot of sense and we are looking forward to report more about it after our next visit.

Water project

Together with friends from Germany, Pater Aidan managed to ensure the funds needed in order to build a water treatment plant and bottling plant. Additionally they also started to build another building bordering the school. In it, we will soon start to set up the plants. More about it in the next report.



Alumni Program

For the first time this year we were able to award a PAPA-Bridge alumni with an alumni award of EUR 500.- during the graduation ceremony. The award is meant to highlight and support our students' success stories, especially those of the most successful and enthusiastic ones on their way into the professional world. The winner of this year's PAPA Bridge Alumni Award is Mr. Adam Mmbando, who has graduated from our school in the area of masonry. The detailed success story will be published to our homepage in the next few weeks. Congratulations from our side and all the best and blessings for the future.



Sponsorship program

The sponsorship program is going great thanks to the great cooperation between Claudia Shanes in Austria and Mary Mchaki in Tanzania. We sincerely appreciate every single donation and are so thankful that you make it possible for some



of the poorest children in the world to get an education and create a promising future for themselves. More information about the sponsorship program can be found on our homepage or directly via Claudia Schanes: sponsorship@papabridge.com.



Next steps

- In April/May 2020 the next project trip is planned.
- In July 2020, Rev. Josef Windisch will travel from Austria to Tanzania with a group of parish people.

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