



# Meeting Minutes Vocational Training Center (V.T.C.) Kilema/Tanzania March 2022

Location: Kilema, Tanzania

Date: 24th to 27th of March 2022

Participants from Tanzania:

Pater Aidan Msafiri and Mary Mchaki / Principal

Participants from Austria:

Walter Koch / Chairman P.A.P.A. Bridge and Michaela Koch / Emmanuel Koch



## Executive Summary

We can report, that our Vocational Training Centre (V.T.C.) has developed enormously in the last 12 months. This is especially thanks to our principal Mary Mchaki, who has done outstanding work. Every single person who has supported this faithfully over a long period of time may take much pleasure in this. The school has now become an important cornerstone in the region!



## Visiting the village



This time we travelled via Addis Ababa and stayed in the village for four days. The situation around Covid was relaxed. In 2020, several old and diseased passed away, however, cases of death decreased in 2021. Currently, there are hardly any cases of Covid in the village while the vaccination rate amounts to approximately 1%.

As always, we were warmly welcomed, and we stayed at Father Aidan's home again. The focus of our visit was the development of the V.T.C. and how to support at the best. As usual, the board meeting with the staff involved in leadership was the main event of our visit.



## The ongoing running of the school – the teaching staff

It is highly satisfactory that the numbers of students at the V.T.C. has increased significantly.

GRADE	BOYS		GIRLS		TOTAL		TOTAL	TOTAL	TOTAL	TOTAL
	ENROLLED	ATTENDING	ENROLLED	ATTENDING	ENROLLED	ATTENDING				
EL	07	07	07	07	14	14	04	04	04	04
MVM	07	07	07	07	14	14	04	04	04	04
WE	07	07	07	07	14	14	04	04	04	04
MB	07	07	07	07	14	14	04	04	04	04
PPF	07	07	07	07	14	14	04	04	04	04
CJ	07	07	07	07	14	14	04	04	04	04
DSCT	07	07	07	07	14	14	04	04	04	04
FP	07	07	07	07	14	14	04	04	04	04
TG	07	07	07	07	14	14	04	04	04	04
SC	07	07	07	07	14	14	04	04	04	04
ICT	07	07	07	07	14	14	04	04	04	04
AGRICULTURE	07	07	07	07	14	14	04	04	04	04
QT	15	15	02	02	17	17	02	02	02	02
TOTAL	100	100	100	100	200	200	02	02	02	02

Currently, around 270 students are attending the P.A.P.A. Bridge Kilema V.T.C. – which has reached an all-time high. Next year, this number shall go up to 300 students to increase the efficiency of the school. Still, the number of students would not be of importance if the quality of education wasn't right. Therefore, we already started before Covid to start up crucial measures:

(1) QT program:

This preparatory course has been running for two years already and it has turned out to be a game changer. 35 students have started this course so far, while 22 have already completed it. This now gives them the opportunity to start their training at the V.T.C without lagging behind in any subject, whether it is Maths, Kiswahili, English, Science or anything else. The effect of this program is enormous: Students are now not struggling with learning lags anymore, which has brought about a tremendous improvement of the overall educational standard!

(2) More qualified teaching staff:

It has been a big success over the last two years to hire new teachers and exchange old teachers. At the moment, the V.T.C. gives employment to 18 teachers, many of whom have a bachelor's degree. This is a great success that inspires the whole teaching staff even more in raising the educational quality to the next level. This can already be confirmed by considering the students' good grades at midterm exams, which they have taken in the past time.







(3) Strong leadership:

After a time of probation as a temporary principal, our Mary Mchaki was confirmed as a full-time principal at the end of 2020. She has recently completed her pedagogical training and therefore elaborated her theoretical skills. She manages to lead and motivate the teaching staff in an exemplary way by focusing on peer groups and further training for the teachers. This proves to be successful, as we can see.

Moreover, we may gladly report that our V.T.C. has been evaluated by Tanzania’s official authority for vocational training (Vocational Educational and Training Authority V.E.T.A.) with a very delightful result: The level of our V.T.C. was upgraded by two levels! Having been rated Level D in the past, the school has newly been rated Level B! Now it is our next goal to reach the top level - Level A – by the end of 2023.

Another improvement of the V.T.C. was the broadening of the range of traits. Among the 11 traits, the new ones are: secretary, plumbing, tour guide / tourism and ICT (computer technology). For next year, agriculture and animal husbandry is being prepared right now. As soon as all these new traits are completed, we will be able to reach the top level A of VETA’s rating.

## Finance

There’s been a change in the position of accounting: Irene, a young and ambitious woman who studied accounting, has now taken over the position of the school’s accountant.

As far as keeping track of all the finances is concerned, the school’s records from 2016 to 2020 have been verified. To our satisfaction, everything was alright, which proves an accurate way of how all the valuable financial resources are handled!



## Departments & Business Development Center (BDC)

It is impressive how all the departments have developed under Mary Mchaki's leadership. The departments that will make for the economic stability of the school in the future will still be developed and scaled continuously. The aspects of this issue played a crucial role at the board meeting, as it is important to ensure financial stability especially after the covid crisis.

The profit of the last quarter of 2020 amounts to TZS 20 million (around EUR 8.000,-). Our current goal is to double this quarterly profit within 12 months. In the long term, the school should be able to come up with all the financial resources itself. To achieve that, profits of around EUR 25.000,- per quarter are necessary.

It is important to ensure that both education and profits of the BDC should be running well parallely. The following shows the developments in each department:

### Masonry and Bricklaying



This trait is running well and it has been an important mainstay since the school's beginning. The production is outstanding – as it also was in the past years. 500 bricks are produced every day. The next big goal here is to increase this number to 1000 bricks per day. Instead of purchasing an additional machine, the goal is to launch a second shift. As the inhabitants of the village are not used to working in shifts, we have

to give this measure a try and see how it turns out.

### Electrics

This department is running steadily with its focus on education. At the moment, there is no focus on business in this trait.



### Mechanics / Driving school

This trait has established well. In the last years, a few vehicles have been purchased. They are used for the driving school, for school education and for the BDC.



## Welding & Metal Fabrication



This department has stabilized in the last year. After initial difficulties and the necessary repairs of the machines, consistency has been achieved here. Both education and production for business are professionally accomplished side by side. Something that could work better is the marketing of the products. This is the reason why profits are below the expectations. A new sales and

representative network should therefore be established. With this, we hope to achieve a breakthrough in terms of getting higher number of sales.

## Tailoring

The focus of the tailoring department is more on educational rather than business. The relatively small business field of sewing uniforms for schools should, however, still be enlarged to extend the sphere of activity even more.



## Carpentry and Joinery



Like the welding workshop, the carpentry has good and continuous progress. After sponsoring raw timber, the production has been stimulated significantly. Through this, we hope to advance the growth of this department even further. Still, there's a necessity of marketing this field via a representative network. We will report on this.

## Food Production & Canteen

This department is running very well, whereby it is also the oldest field of the whole school. The quality of education is very good, as experienced cooks have been hired. Last year, the building of the restaurant was finished, which is now running as a successful lyceum and also a public meeting place as a restaurant.



As a next step, a professional catering shall be built up. For this, equipment for three catering groups must be purchased including tents and utensils. Then, business can be done in the region.



## Plumbing

This sector has only been running since 2020. It has had a good start and it is developed gradually. This department is of high importance for the local people, as simple houses can be properly provided with professional installations. In terms of production, there are no initiatives in this department.



## ICT – Information and Computer technology



A new qualified teacher has been hired for this field and he is doing outstanding work. The school wishes to have secondhand laptops from Austria to equip the workshop with more computers. We will see how we can help out here.

## Tourism

This field has nearly come to a standstill, as few to no tourists have come in the last time due to the Covid regulations. Also, hotels had to close, which is why there were little practical exercises and applications. However, this situation shall now improve again. Regarding equipment, tools for safari and Kilimanjaro tours need to be purchased to facilitate professionalism of the courses.

## Agriculture and Animal Husbandry (in preparation for 2023)

This new field has been launched by Father Aidan. It is probably the most important initiative of the last two years. A research institute focusing agriculture and animal husbandry shall be developed that sets the standards for the region. Therefore, a new building is in the course of construction, which is aimed to be finished by the end of 2022 – if we find enough sponsors. Around EUR 30.000 are needed for its completion.



There will be two classrooms, a chemistry laboratory, an administrative district and a stock for tools. The practical exercises will be held outside on the fields and in stables. From 2023 onwards, theoretical knowledge and practical skills on agriculture and animal husbandry will be taught. Especially the region around Kilema, located at the foot of Mount Kilimanjaro, is a well-suited area for these purposes. It is very fertile but still underused unfortunately. Especially animal husbandry has not been conducted a lot so far. Despite good environmental conditions, many local inhabitants have difficulties to provide food for their family, as they lack know-how.

As far as the chicken farm is concerned, Covid measures brought hotels and tourism to a halt, which is why there was no need for chickens and the school therefore had to shut down the chicken farm. Now this sector shall be taken up again and the first 300 chickens are to be purchased. Subsequently, this area shall be developed gradually as it was several years ago. In its prime, the chicken farm was home to 1800 chickens!



Another focus will be placed on the professional wholesale business around selling avocados, as there is a high demand for this fruit in Europe. Avocados thrive well in the region around Mount Kilimanjaro and therefore they would be appropriate to do business. This initiative shall be called “Green Gold Organization” and we’re looking forward to the next steps.

## Bakery



The bakery relates to an enormous success story. Around 600 breads are baked and sold every day. Our next goal is to reach 1000 breads per day, which could be achieved by introducing a night shift. If this initiative is successful, a duplication to 2000 breads per day will be considered. The demand and the profitability are promising. The bakery is by far the most successful business initiative of the V.T.C. and contributes 50% of the profits!

Therefore, we want to develop the bakery massively.



## Wholesale shop (for Business Development Center)

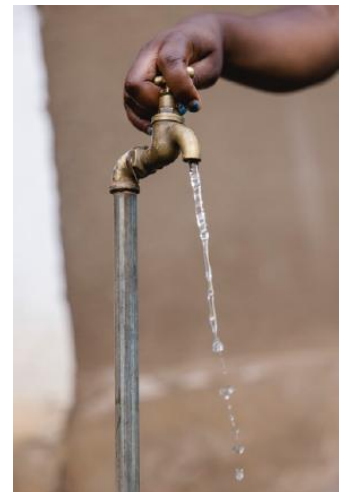
After around two years of running the wholesale shop and the experience related to Covid, the team has decided to change the range of products, since the economic success failed to appear. This is why the focus will be placed on construction materials that are highly demanded in the region. At the same time, the trade around perishable products will be stopped, as this was not successful. We will report on that.



## Water filling station



Father Aidan has set up the funding for this building and its machines via Germany in the last two years. The whole department has now begun operation. From April 2022 onwards, the official approval and certification of the authority shall be present so that water bottles can be filled on a large scale. The VTC will then deliver water bottles to the surrounding cities and regions. It is hoped that our locally produced Kilimanjaro water can better survive in competition with market leaders like Nestle and Coca Cola. We will keep you updated.



## Alumni Program

In order to measure the efficiency of our VTC in the region, we want to introduce a system for tracking our graduates. This shall help us to better understand how well the graduates are integrated in work life and how many students can stand their ground as self-employed entrepreneurs. This data can help us adapt education further.



## Sponsorship Program



Our sponsorship program is going well thanks to intensive cooperation between Claudia Schanes in Austria and Mary Mchaki in Tanzania. We are sincerely thankful to all those who financially support the poorest adolescents and give them the chance to do an apprenticeship and step out of the poverty trap..

## Next Steps

In July 2022, Rev. Josef Windisch will travel from Austria to Tanzania with a group of parish people.

Father Aidan and Mary Mchaki will come to Austria in August. We will celebrate with them the PAPA-Bridge Information Evening.



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

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 Regards and blessings,

Walter Koch – Chairman  
 Father Aidan – Tanzania  
 And the board of the P.A.P.A. Bridge