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REPORT ON THE VOCATIONAL TRAINING CENTRE DAKAWA

For submission to the Dept of Education and the Task Force on Mazimbu/Dakawa. Supplements the Report of the Inter-Departmental Delegation which visited Tanzania from December 10-24, 1991.

Compiled by M.Tikly, 26th December 1991.

A. INTRODUCTION

The Delegation had a meeting with the trainees of the VTC and some of them conveyed their strong reservations about the intended closure of the VTC by mid-1992. I was not present at the meeting. Later, the SRC's letter, a copy of which is hereby attached, was handed to me. It makes a plea for the continuation of the VTC until mid-1993, when the training programmes are scheduled to finish. I propose that an early response should be sent to the SRC, following consideration of the Delegation's Report.

B. CONSULTATION WITH JUDAS MDLALA, VTC PRINCIPAL

In his view, the VTC is no longer a viable proposition, now that mass repatriation is taking place. Only 80 of the remaining 123 trainees are motivated. To keep all the ancillary services at Dakawa running for a mere 80 trainees will be too costly. Furthermore, trainee performance and attendance are poor. Many enrolled opportunistically, to benefit from allowances, food and accommodation. A number of recently enrolled trainees, mainly Tanzanian spouses, are unqualified and this affects the objectives of the training programmes. In his view, the older trainees fear returning to SA and are not interested in the training per se.

The only trade line with a committed group is bricklaying. He gave me this breakdown of numbers: in May 1991, there were 182 trainees, now (in December) there are 123. By February, there will be less than 100. The breakdown according to trade lines is as follows:-

Bricklaying 21

Plumbing 25

Electrical 24

Carpentry 26

Garment 15

Leather 14

Total 123

Judas Mdlala supports the Finnish Proposal whereby the management of the VTC should be transferred to Tanzania, with continued Finnish assistance. If this succeeds, ANC trainees could remain at Dakawa to complete their training before returning to SA. If this Proposal is not implemented, then the VTC should be closed as soon as the trainees can be found placement in SA.

C. STAFFING

There are 6 ANC staffmembers - the principal, 4 instructors and a boarding supervisor. They are paid through the ANC Staff Salary Budget. All contracts will be terminated at the end of 1991 (see Memorandum dated 27/12/91 on CORE GROUP FOR MAZIMBU/DAKAWA).

Judas Mdlala is planning to leave for SA in February 1992. He is willing to consider remaining to wind-up and prepare for the handover to Tanzania if this were to take place by mid-1992. If he is required to stay beyond February, he wishes to be informed immediately by the Department.

If the Principal is not requested to remain, he proposes the appointment of Michael Boya Sibebu, known as Champ, who is presently the Deputy-Principal. Sonny Leshika is recommended as the new Deputy-Principal.

D. PHYSICAL FACILITIES

The VTC is not using any of the buildings of the ECG, as was planned by the Management Committee in July 1991. The EOC buildings are currently housing ex-combatants. Since the VTC does not have sufficient dormitory space, many trainees live in staff residences.

A new dormitory block and a bricklaying shed are under construction. The slabs are ready and were supervised by a Tanzanian contractor. Brickwork, sewerage, plumbing, electrification and construction carpentry will be done by the trainees, under the supervision of a German Volunteer, Karl Heinz, and the Head of Department of each trade line.

E. EQUIPMENT AND TOOLS

The VTC has sufficient equipment and tools for the current trade line programmes due to end in June 1993.

F. FUNDING

1. FINNIDA is the main sponsor. Its funds are administered by a Finnish NGO, Finnish Trade Union Solidarity League (TSL). Locally, the counterpart Finnish Principal, Sullo Mollari, controls funds. (Toto has a copy of the TSL Project Document.)

2. The Norwegian Foreign Ministry provides an allocation for the VTC (see Annual Budget for 1991).

3. Funding has been applied for from the EEC via COSPE. The funds were originally meant for the Womens Section at Dakawa. Contact should be made with COSPE to inform them of the latest situation and inquire if the EEC will agree to diverting the funds to Tanzania.

4. The Project Proposal jointly prepared with UNDP/ILO has not yet been approved by UNDP in New York. This Proposal probably falls away now that we are leaving Tanzania. The UNDP funds in question are meant for liberation Movements and not for the Tanzanian Country Programme. Contact should be made with UNDP.

G. HANDOVER TIMESCALES

A handover period of 3 months will be required during which ANC counterparts will have to work alongside Tanzanian experts.

However, Judas Mdlala does not consider it realistic for Tanzania to take over the VTC in less than ONE YEAR, because staff recruitment and securing funds are time-consuming tasks.

H. PLACEMENT IN SOUTH AFRICA

The Department of Education is committed to finding placement for VTC trainees in appropriate training programmes in SA, whether on an individual or group basis.

Judas Mdlala agreed to send us the following data on trainees so that placement can be secured:-

1. name 2. trade line 3. age 4. qualifications
 5. marital status 6. place of origin in SA
 7. where trainee wishes to settle 8. performance(a)
 9. attendance(t) 10. motivation(t) .
- (t) according to three grades: Azgood B:satisfactory C:poor

Similarly, he will send data on instructors:-

1. name 2. qualifications 3. experience 4. age
5. marital status 6. place of origin in SA
7. where instructor wishes to settle. This data will be followed by detailed Curriculum Vitae.

The Repatriation Committee and the Batlagae Trust will coordinate the placement of exiled trainees and attempt to obtain recognition for the training so far received in Tanzania. Khuphuka STEP, the Kangwane Work-study Project and BIFSA will be approached.

I. FINNISH PROPOSAL FOR THE CONTINUATION OF THE VTC

Zwelakhe Mankazana and I met the Finnish Ambassador in Dar es Salaam on 20/12/91 to discuss the attached Finnish draft Proposal for the continuation of the VTC under Tanzanian management. The Proposal includes a budget for the VTC and the Library at Dakawa.

Finland is willing to provide transitional funding up to December 1993 for the VTC when it is transferred to Tanzania in mid-1992. FINNIDA hopes that co-funding from Norway will continue. It is envisaged by FINNIDA that the assets of the VTC (equipment, tools, etc) will not be removed by the ANC. If Tanzania is agreeable, FINNIDA is willing to guarantee continued training for ANC trainees, to enable them to complete their training programmes before returning to SA.

The Permanent Secretary, Ministry of Higher Education, Science and Technology, who headed the Tanzanian Task Force on Mazimbu and Dakawa, has been approached by FINNIDA about its Proposal. The preliminary response was positive but the matter will have to be decided at a political level.

FINNIDA EXPECTS AN EARLY RESPONSE FROM THE ANC ON THE PROPOSAL.

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DAKAWA VTC

1 Plan to continue with teaching it ANC decides to close VTC-school 1 (for example 30.06.1992) and if FINNIDA decides to continue 7L7 4 (project in cooperation with Tanzanian VTC-administration. /WV ((0

1. Students

Recruitment of students will concentrate mainly on Dakawa-Morogoro region, because there is only agricultural vocational school. Side is sponsoring a school in Dodoma and iriand in Mikumi - both are comparable to Dakawa VTC. The distance from Morogoro to Dakawa is ca. 60 km., to Mikumi ca. 100 km., and to Dodoma ca. 260 km. Thus Dakawa is situated in the middle of a . region, where are no vocational school. Tanzanian authorities can be expected to help with recruitment of students. it is possible to instruct 6...7 first classes (a' 16 students! together 96-110 students) at present classrooms and with available teaching equipment in Dakawa. Next school year the amount of students would increase with ca. 100 students, after which scool would be in effective use.

a Qourse lines

Now functioning course lines are also in the iuture corresponding to needs of the region with aiready existing facilities.

I class II class

6Electrician 16 16

-Plumber 16 16

-Carpenter 16 16

. -Brickiayer 16 16

-Tayior 16 16

Shoemaker 16 16

-Sewing machine mechanic 8 8 7W Rea

3, Teachers

Teachers are recruited from Tanzania. exept that in the beginning there would be on each line one foreign quaiified teacher as assistant and one adviser assisting principal.

A. Need of teachers in first school tear.

Professiona! Siihiects

- 7 x 2 : 14 teachers (1 thecxy lemma and 1 practice instructor)

General subjects (English, mathematics, science, technical drawing)

-English 21 hlweek : 1 instructor

-mathematics 21 hlweek : 1 instructor

-science 14 hlweek

: 1 instructor in first year

-technical drawing 14 hlweek

8. Need of teachers in second school year,

Professional subjects

- 7 x 2 : 14 teachers (no increase)

General subjects

-English 72 hlweek : 2 instructors

mathematics 42 hlweek : 2 instructors

-science 28 hlweek - 1 instructor

-technical drawing 28 hlweek :1 instructor

Addition: 3 instructors

Total: 20 instructors

5. Facilities

Classrooms and other premises are ready in the first school year for 7 study groups. In the next school year extra room is needed for teaching theory for three study groups. because tailoring- shoemaker- and sewing machine mechanic -lines don't have room sufficiently for theory lessons. in the direct neighbourhood exists primary school and common house, from where the lacking rooms could be obtained.

if ANC decides to move to SA all teaching equipment they must rearrange the school. Teaching material is available and could be supplemented from local firms (Morogoro and Dar es Salaam).

5. Dormitories and dining

in Dakawa VTC S-room dormitory is ready for students. Similar dormitory is at the moment under construction. Moreover, there is 5 staff houses in school premises. where is 10 apartments (22 bedrooms). Dormitories can take 52... 48 students (223 students/room). Staff houses are designed and intended for personal. but can be used as dormitories. School has a dining hall. which takes ca. 100 students. Up-to-date kitchen with proper stores is soon to be completed near the hall.

6. Transportation

Because school is situated ca. 60 kilometres distance from the nearest center (Morogoro), it is essential to have vehicles for transportation.

Estimated transportation need:

- 1 lorry (7 ton)
- 2 landrovers with 4x4 drive (a' 7...10 seats)
- 1 small bus (30...35 seats)
- 1 pick up

Transportation needs are increased because the school operates in two places, which have 1 kilometer distance. Teachers and other personnel are transported during recess between these places.

The need for small bus is supported among other things by the fact that work practice have to be performed partly in Morogoro town.

7. Library

The school has its own library. Collections include non-fiction, fiction, reference literature, newspapers and periodicals. VTC library is situated in common house near leather factory and garment factory.

Library is planned to offer services to teachers and students at all levels. Acquisition of professional books and other materials is done by librarian in cooperation with teachers.

At the moment, personnel consist of one qualified librarian and three unqualified library assistants.

Minimum personnel need:

- 1 qualified librarian
- 1 unqualified library assistant (part time)

8. Office

. Offices and rooms for administrative personnel are situated in administration building. Depending on how much equipments ANC will leave behind after repatriation, supplement office supplies might be needed.

Need for office personnel:

- 1 secretary, accountant
- 1 typist, school official

9. Other personnel

Cleaning personnel 4.

Driver-guard 2

Kitchen personnel 6 .

Total 12...14

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31.15365? 1'
Year 1992-1993
1. Costs of materials
1.1. Teaching equipment and materials
-tools, spares and other teaching equipment. purchase of teaching materials, computer programmes and other office equipment
1.2. Freight and transport
-Five project vehicles with spares
-running and maintenance costs of vehicles, airway freight, transport of materials in Tanzania
Sub-tofa/
2. Costs of personnel
2.1. Planning, preparing and training of staff
-course fees. travelling expenses
2.2. Salaries of advisers and instructors (7 expatriates). allowances. social security. insurance and health care
2.3. Travelling costs
-Flight tickets of advisers. other travelling, accommodation and miscellaneous
2.4. Salaries of Tanzanian teachers
2.5. Salaries of other staff
2.6. Training of counterparts
-reservation of course fees, accommodation and travelling costs
-three study trips to F inland. flights. allowances. accommodation and miscellaneous
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3. Student meals
3.1. Foodstuff
3.2. Set of dishes
3.3. Staff salaries
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4. Furnitures'

4.1. Tables and chairs

-classrooms 36.000 5.000

-office furnitures etc. 10.000

-furniture for dormitories 20.000 3.000

svb-rom/ 66.000 8.000

'lf existing furniture is moved to SA.

GRAND TOTAL 2.916.000 4.347.000

Inflation rate estimated to be ca. 20 % in a year

VTC-LIBRARY

Budget 1992-1993

(see separate paper) 1.1.-31.12.1992 1.1.-31.12.1993

GRAND TOTAL: 1.295.500 812.000

BUDGET ,
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 4. Field Coordinator, Mazihbu
 Fee (1.7.-31.12.92) '
 Travel: Hazimbu-DSM-Mazimbu
 Transport costs
 5. Salaries for'library staff members
 6. study and recreational tour for staff
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 II Library material and equipment
 1) Books, periodicals, av-mateial
 2) Stationary, equipment, furniture
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f III; Training

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V.Maintenance (2 940,-) 58 800,-.;

Child allowance n 5 500,-

Books .2 800,-;

Travel ticket: London-Hazimbu

(1 adult, 1 child) 1. .25.000,-,

Contingency 2:1 400,-'

115 600,-

3. Administrative expenses for

ICanon Collins (101%), - , - 11 560,-

f: . 4. Diploma course student (1), Zimbabwe

School fee 1 000,-

Accommodation (2200,-) 26 400,-

Monthly allowance (1200,-) ' 14 400,-.

Transport - 1 800,-

Medical aid scheme " 1 200,- .

Contingency - 1 000,- is

. Air ticket to Tanzania 1 700',-

47 500,-

5. Diploma Course in Tanzania

School fee 8 boarding 12 000,-

Monthly allowance, (270,-) 3 240,-

Books, stationary, equipment 1 200,-

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Books, stationary, equipment' '- 620,-

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GRAND TOTAL 812 000,-

BUDGET

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I Personnel

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1.

Project Administrator

IFGB .

(Field Coordinator, Hazimbu

, Fee

3.

II

(IATravelz Hazimbu-DSM-Mazimbu

Mazimbu-Helsinki

Transport costs

Salaries for library staff i2mbers

study and recreational tour for staff

members

Library material and equipment

1) Books, periodical, av-matefialz

2) Stationary, equipment, furniture

III Training

1.

2.

3.

MA Student in Finland (1)

Konthly allowance (3 300,-)

Accommodation (800,-)

School fee, books

Insurance .

Air ticket

BA student (1) in UK

Maintenance (3 000,-)

Books

Travel ticket: London-Mazimbu

Contingency

Administrative expenses for

Canon Collins (10 %)

_____-_-_-

100 000,-

20 000,-

120 000,-

O 2 1.12.1991

THE INSTRUCTORS IN DAKAWA VTC

Electrical department

- 1 qualified instructor (ANC) - 1 unqualified instructor (Norwegian)

Bricklaying department . . .

- 1 qualified instr. (vice-principal/ANC) - 2 unqualified instr. (ANC)

Plumbing department

- 2 qualified instructors (1 Tanz. and 1 Finn)

Carpenter department .

- 1 qualified instr. (ANC) - 1 unqualified instr. (German)

Garment department

- 5 unqualified instr. (1 Finn, 1 German and 1 ANC)

Leather department

- 2 unqualified instr. (1 Finn, 1 Tanz.)

Sewing machine department

- 2 unqualified instr. (1 Finn, 1 Tanz.)

English language teachers

- 2 qualified (1 Tanz. and 1 Australian)

Mathematics teachers (includes science)

- 2 qualified (1 Tanz. and 1 Australian)

Technical drawing

- 2 qualified (1. Tanz. and 1 Nigerian)

TOTAL 11 qualified and 11 unqualified : 22 instructors