Imagine a future where young Tanzanians can gain quick access to labour markets even before graduating. Imagine a programme tailor made to allow youth to earn while learning in a real time workplace, where training is interrelated with production and service delivery.

The future has already began with the 2017 launch of the Quality Apprenticeship Programme by the Government of Tanzania, Mainland and Zanzibar under the Norwegian Government funded ILO Skill-Up Programme. Since its inception, 185 young men and women from Arusha, Dar es Salaam and Zanzibar have enrolled into the government certified Apprenticeship Programme in hospitality.

The programme exposes Apprentices to workplace culture and networks in top hotels and resorts. In the same vein, Apprentices are given the skills to navigate the difficult school-to-work transition period which often traps their peers in informal, low income activities. Lifelong learning is the end goal. All Apprenticeship graduates receive ongoing post training support through mentorship and employability/entrepreneurship skills training.

Join us as we embark on the next phase with a new intake of even more Apprentices in Zanzibar and Mainland. The project is proud to work with the governments of Tanzania and Zanzibar for the expansion and institutionalization of the Apprenticeship Programme.

Why Apprenticeship training works

• The ILO supports quality Apprenticeship as a unique form of technical vocational education which increases skills relevance by matching training needs with labour market demands.
• This mode of training facilitates the school to work transition period.
• Apprenticeships promote active collaboration between training institutions and employers.
• Apprenticeships make good business sense by providing stable and reliable pipeline of qualified workers, increase productivity and lower recruitment costs.
• The ILO supports Apprenticeship programmes regulated and financed by laws and collective agreements and policy decisions arising from social dialogue.
• In Tanzania the ILO works with the Government, social partners and the private sector to design and implement the Apprenticeship policy.

Our Partners

Our hotel industry partners

We are currently partnered with 32 hotels and resorts in Zanzibar, 13 in Arusha and 7 in Dar es Salaam.

Better Skills for Better Jobs

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Message from:

Wellington Chibebe
Director of ILO Country Office for Tanzania, Kenya, Uganda, Rwanda and Burundi

Our national partners

Government

• The Government through the Prime Minister’s Office – Ministry of Labour, Development, Labour and Social Security (Mainland) and Ministry of Labour, Employment, Youth, Women and Children (Zanzibar).
• The Ministry of Education and Sports (Mainland)
• Vocational Education and Training Authority (VETA)

Employers

• Thamani Association of Tanzania (THAMANI)
• Association of Tanzania Employers (ATE)
• Zanzibar Employers Association (ZANEMA)

Workers

• Trade Union Congress of Tanzania (TUCTA)
• Conservation, Hotel, Domestic and Allied Workers Union (CHODAWU)
• Zanzibar Trade Union Congress (ZATUC)

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Ramadhan, 26, is proud to be a full-time employee at the Melia Hotel and Resort in Zanzibar where he was offered a post before formally graduating. Ramadhan now works at the 5 star resort's private villas as a butler, a post which allows him to perfect the art of excellent customer service.

“I want to build a good record. Most of the guests I serve post very positive reviews on Trip Advisor (a hotel service ranking website) and I enjoy finding creative ways to assist them. Truly this is through the skills I received during training. I now consider myself a professional in customer service thanks to the Apprenticeship Programme!”

Saada, 26 from Zanzibar, spent more than one year looking for employment after completing a diploma in agriculture. But everything changed when she was accepted into the Apprenticeship programme. Determined to take advantage of the opportunity, Saada excelled during her Apprenticeship training was awarded a special certification by the President of Zanzibar.

“I could not have imagined receiving an award from the President. This programme has changed my life in so many ways. After months of searching I now have full time employment at Baraza Resort in Zanzibar!”

Carol Mollel, 26, completed her Apprenticeship training at the African Tulip Arusha in December 2018. One month after graduating Carol was offered a front desk operations job at the same hotel after 18 months of apprenticeship training. Carol now has a sense of direction after sacrificially supporting her younger sisters.

“I think I have always been confident, but the apprenticeship programme has allowed me to have direction and given me something to be confident about.”

Erick, 24, like many of his fellow Apprentices was not able to pursue a higher education due to his family’s financial constraints. Out of school and unemployed, Erick jumped at the opportunity for an apprenticeship program and specialized in the food and beverage department. After completing training at the Ngorongoro Sopa Lodge he was offered a full-time post and is now able to support his single mom and younger sister.

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Programme Features

- Developed and implemented first ever full accredited formal Apprenticeship programme at technical level 5 in Tanzania.
- 151 Apprentices graduated with Apprenticeship certification in Hospitality and Tourism.
- School to work transition period reduced from 1 year to 3 months after graduation.

Our Impact

- Developed and implemented first ever full accredited formal Apprenticeship programme at technical level 5 in Tanzania.
- 151 Apprentices graduated with Apprenticeship certification in Hospitality and Tourism.
- School to work transition period reduced from 1 year to 3 months after graduation.

- Tripartite Steering Committee formed in Zanzibar to oversee apprenticeship programme.
- 170 Hotel supervisors trained.
- 170 Apprentices received employability and entrepreneurship training.
- 52 Partner hotels engaged in apprenticeship training.

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