



THE DUAL APPRENTICESHIP TRAINING PROGRAMME

1. Introduction

The Dual Apprenticeship training is a block release training system whereby apprentices (trainees) spend different weeks of the year alternating between a training centre and their workplaces (industry).

In this system, much emphasis is put at the workplace since the apprentices can easily learn skills through repetition. It is designed to help people, without previous training, to enter the job market as apprentices in a craft of their choice by signing Apprenticeship Contract with respective industries.

At workplace (industry), the young people are trained in exercising duties of their occupation as well as cultural values and ethics of the particular industry. At the vocational training centers, apprentices are being properly shown how to do things correctly and safely.

2. Block Release System

1st Block off the job Training	Industry On the job Training	2nd Block off the job Training	Industry On the Job Training	3rd Block off the Job Training	Industry on the Job Training	Total	Course Duration
7 weeks VETA	12 Weeks Industry	7 weeks VETA	10 Weeks Industry	6 weeks VETA	10 Weeks Industry	52 weeks per year	3 Years

3. Enrollment and training process

- The industry signs an MoU with VETA Centre;
- The industry recruits Apprentices by following guidelines provided by VETA;
- The Apprentices sign Apprenticeship Contract with the industry in concern;
- Apprentices submit Apprenticeship Contracts to VETA Centre for registration and starts Apprenticeship Training straight forward.

4. Benefits of Dual Apprenticeship

- **Reducing mismatch between training and labor market needs:** Working and training closely under qualified tradesmen ensures that the apprentices acquire skills levels that are actually needed in the labor market;

- **Assurance of availability of skilled labor:**

The youth are trained mainly at the workplace for employment at the end of which industrial employers are assured of the availability of a skilled workforce with the required hands on skills they are looking for;

- **Tackling youth unemployment:**

The system assures entry into the labor market for the young. It is in that way we effectively tackle youth unemployment;

- **Help youth to gain professional soft skills:**

While being trained in the industry, apprentices also learn about company values and work ethics which help them in their professional career at the same time they provide companies with reliable workforce;

- **Enhancing productivity:**

The programme has potential of creating enough skilled labor force that will help to address the problem of scarcity of skilled labor in the industries thus enhance productivity.

- **Increase enrollment in VET Centers:**

The programme is coordinated in blocks, therefore it allows the centres to enroll new intake while other apprentices are released to industries (on the job training).

5. Pilot Project implemented by VETA in collaboration with Germany

The Vocational Education and Training Authority (VETA) and The Hamburg Chamber of Skilled Crafts of

Germany implemented a pilot Dual Apprenticeship training system between 2011 and 2016. The pilot project involved Electrical, Automotive and Hospitality occupations.

Apprentices in the Electrical and Automotive occupations were trained at VETA Dar es Salaam (Chang'ombe) while those of the hospitality occupation were trained in modernized facilities at VETA Moshi.

6.0 Roles of key players

6.1 Roles of VETA

- Providing practical, off the job training of apprentices.
- Coordination and monitoring of the project implementation.
- Ensuring availability of training materials.

6.2 Roles of Hamburg Chamber of Skilled Crafts -Hamburg

- Technical support through a locally stationed expert
- Least financial support.

6.3 Roles of Employers

- Providing working and learning environment:
Employers provide a working and learning environment in which the apprentices can practice and consolidate their skills acquired during their training (off the job training) at the training centres.

- **Assigning supervisors/mentors:**

Employers assign supervisors/mentors to monitor the training in the company, support apprentices, liaise with the training centres, and rotate apprentices through the different departments in the company to enable them to practice and further their skills in all areas of the trade.

- **Facilitating apprentices with some allowances:**

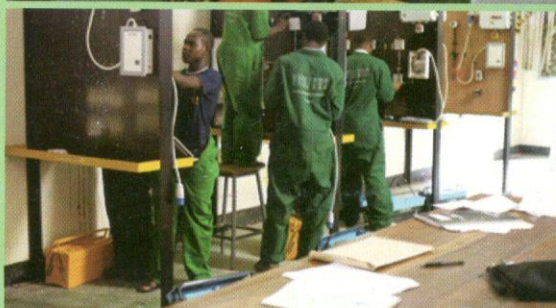
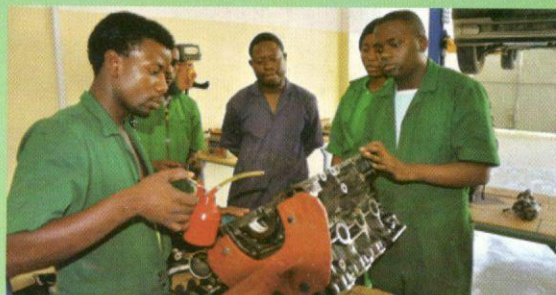
Employers support apprentices some stipends to facilitate them in meeting some costs like transport, hygiene and meals during the training period at the workplace.

7 ■ Achievements

The project has managed to enroll three batches of apprentices from three different occupations namely; Automotive, Electrical and Hospitality stationed at VETA Dar es Salaam (DSM RVTSC and VETA Moshi (Moshi RVTSC) respectively.

By June 2013, the first batch totaling 48 Apprentices (trainees) were recruited in all three sectors Automotive, Electrical and Hospitality Sectors.

- By June 2015, the second batch totaling 78 Apprentices (trainees) were recruited in all three sectors.
- By June 2016, the third batch totaling 76 apprentices (trainees) were recruited in three piloting sectors.
- By June 2017, 200 youth (Apprentices) benefited through this programme in all three piloting sectors; Automotive, Electrical (DSM RVTSC) and Hospitality (Moshi RVTSC).
- In January 2018 the 4th Batch started.
- More than 60 companies are participating in the Dual Apprenticeship programme from DSM, Moshi and Arusha.



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For further information and/or enquiries:

VETA Head Office,
P.O. Box 2849,
Dar es Salaam
Tanzania

Telephone: +255 22 2863409

Fax: +255 22 2863408

www.veta.go.tz