

via PATHWAYS
to WORK

Success Story: Tatu

Life Skills & Technical Skills Prepare Youth for Success

March 2019



Introduction

What follows is a series of success stories about young people who received Passport to Success® life skills training as part of their courses in Tanzania's Vocational Education and Training Authority (VETA) and the Tanzanian Entrepreneurship and Competitiveness Centre (TECC). They received this training thanks to the Via: Pathways to Work (aka Via: Jiandalie Ajira) program, a partnership between International Youth Foundation (IYF) and Mastercard Foundation. The stories share the transformations experienced by the young people in their work as well as their engagement with their families and communities in their daily lives. The interviews and success stories were conducted and produced by Alfredo Jochoma, a Mandela Washington Fellow under the Young African Leadership Initiative (YALI) during his professional development experience at IYF.

Via: Jiandalie Ajira

Via: Pathways to Work (or Via: Jiandalie Ajira) applies a systems approach to improve economic opportunities for underserved youth in Tanzania. By focusing on program outcomes, Via's goal is to influence the collective behaviors of TVET system actors (government, employers, civil society, and youth), so that they are more responsive to the needs of young people and industry. As such, Via facilitates sustainable changes and refinements in the technical and vocational education and training (TVET) and entrepreneurship systems. IYF works closely with VETA and TECC to strengthen training and services young people receive, so they are more prepared to succeed in the world of work. Specifically, Via is integrating life skills programming and career support services, clearly identified workforce and industry gaps, into technical offerings. The Via legacy will be in the systemic changes made at institutional levels and across an array of youth training and support services stakeholders, leading to significant numbers of youth benefiting from these advances over time. Via is also implemented in Mozambique.

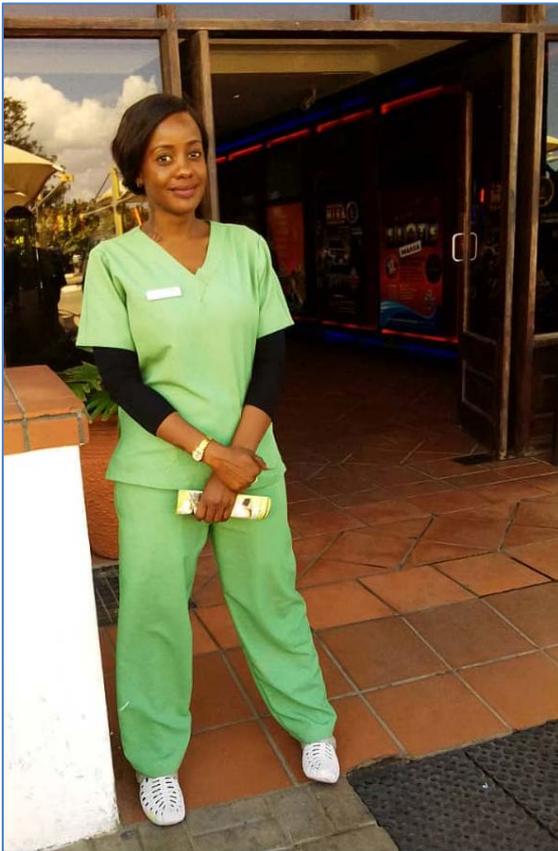
Passport to Success®

A significant component under Via is working with VETA and TECC, and their associated stakeholders to sustainably integrate PTS into their course offerings. Educators, employers, and policymakers increasingly emphasize the development of life and employability skills as a way to prepare young people for success in today's rapidly changing world. IYF's experience has been that offering combined life and employability skills programming results in young people who are self-motivated, reliable, productive, resilient, and confident decision-makers. Superior quality content and service delivery distinguish PTS, strengthening teachers' pedagogy to be more activity-based and student-centered. Developed and defined over the course of a decade, the curriculum adheres to best practice standards experts agree are critical to effective life skills programming. Among these standards is a focus on a core group of widely endorsed life skills—including self-confidence, responsibility, and respect—that responds to the needs of youth, employers, and youth-serving organizations.

Conclusion

These stories are just a sample of young people who have benefited from PTS. The Via program's goal is to ensure that many more young Tanzanians can receive this training over the years through Tanzania's training institutions. For more information on the Via program and PTS curriculum, please contact:

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Tatu Kassim, 26, always dreamed of becoming a hair dresser and one day opening her own salon. This aspiration pushed her to pursue a hair dressing course through the Vocational Education and Training Authority (VETA) in Dar es Salaam, Tanzania. She learned many valuable technical skills, but that wasn't the only thing she gained.

In collaboration with the Via: Pathways to Work initiative, implemented by the International Youth Foundation in partnership with the Mastercard Foundation, VETA is integrating Passport to Success® (PTS) life skills lessons into short courses. In this way, young people like Tatu can develop life skills such as time management and teamwork, which complement technical skills and are essential for their professional journey.

As part of her life skills training, Tatu practiced communication techniques that gave her confidence when she interviewed for an internship at a local spa. When they hired her to work there full time, Tatu became the first Tanzanian employee—the owner and other staff were from the Philippines. This fact created some communication

challenges, but Tatu felt well-equipped. Part of the appeal of PTS is that students get to practice what they learn in the classroom, which makes it easier to transfer those skills to the real world.

The life skills training Tatu received also helped her solve conflicts on the job. Another young woman who had been working at the spa a long time treated her poorly, even using derogatory expressions. Before participating in PTS, Tatu might have become angry and distracted, but she remembered her lessons on being tolerant and focusing on objectives.

“I didn't stop being nice to her, because I knew that I could also learn a lot from her experience,” Tatu says. Because of the calm way Tatu responded, the other woman started behaving differently. Eventually, they even became friends.

Tatu's ability to communicate well with colleagues and clients, in addition to her punctuality and creativity, made her indispensable to the business. Additionally, Tatu became so trusted the boss also asked her to recruit—and personally train—two additional young graduates from the VETA center. She did, and these classmates were also hired on as full-time employees.

Happy with her current success, Tatu has not forgotten her dream. “PTS made me realize I am strong and that I can be successful,” she explains with a smile. “I am accumulating additional skills and saving money. Soon, I will open my own salon and employ others.”