



MINISTRY OF LABOUR AND MANPOWER DEVELOPMENT

**PRESENTATION ON COMMUNITY TECHNICAL COLLEGES
TO DISTRICT COMMISSIONERS AND CHIEF EXECUTIVES**

MANGOCHI

23rd May, 2015

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BACKGROUND

- 1) Skills development for employment creation has been identified as a major economic agenda of the current Government.
- 2) Every year on average 50,000 Malawi Schools Certificate of Education (MSCE) graduates annually. (EMIS data)The majority are not able to enter into tertiary education institutions and they enter the job market without any skills.
- 3) The TEVET intake into 7 national technical colleges is less than 2,000. The lowest in SADC.



BACKGROUND

- Community technical colleges (CTC's) are being introduced in all the 28 districts to increase access to TEVET programs.
- They are aimed at imparting skills for employment creation as a means of sustainable poverty eradication

DEFINITION OF A CTC

- a) A community technical college is a training institution whose educational facilities are available to youth and other members of the community.
- b) It is an institution **established, owned, and run** by a community to cater for youth and adults who would like to further their career and those who did not complete their schooling or never attended school.
- c) The objective of CTC's is to give skills for employability and/or self employment as a sustainable means of poverty eradication.

LIST OF OPENED COMMUNITY TECHNICAL COLLEGES

| NO | COLLEGE | DISTRICT | STATUS |
|----|---------------------------------------|------------|------------|
| 1 | Ngara Community Technical College | Karonga | Opened |
| 2 | Ezondweni Community Technical College | Mzimba | Opened |
| 3 | Tukombo Community Technical College | Nkhata Bay | Not opened |
| 4 | Mbandira Community Technical College | Nkhotakota | Not opened |
| 5 | Mponela Community Technical College | Dowa | Opened |
| 6 | Chipumi Community Technical College | Mchinji | Opened |

LIST OF LEVELS COLLEGIUMS : TECHNICAL COLLEGES

| NO | COLLEGE | DISTRICT | STATUS |
|----|---------------------------------------|------------|--------|
| 7 | Chongoni Community Technical College | Dedza | Opened |
| 8 | Chilobwe Community Technical College | Blantyre | Opened |
| 9 | Thumbwe Community Technical College | Chiradzulu | Opened |
| 10 | Milonga Community Technical College | Thyolo | Opened |
| 11 | Naminjiwa Community Technical College | Phalombe | Opened |



TRAINING COURSES

- The following courses are currently being offered: Bricklaying; Carpentry and joinery; Metal fabrication; Plumbing; Textile and Design; Motor cycle mechanics. Each college is starting with 5 trades.
- All students have to take Entrepreneurship course.
- The above courses chosen largely because of links to other national projects, i.e the cement and malata subsidy program and the Local Development Fund. The artisans being trained are expected to get employment through these projects.
- Councils must request courses that respond to the economic activities in the district.
- Ministry with support from GIZ working with MoAFS is developing an ATEVET program to come up with courses in agricultural value addition.

BENEFITS OF CTC'S

- 1) Training is conducted in the beneficiary communities thereby reducing the cost of training on the part of the student.
- 2) Training benefits the community by increasing skills base in the community which can be utilised in community development projects and establishment of local enterprises.
- 3) Reduces the prevalence of unemployment among unskilled and unproductive youth.
- 4) Creates job opportunities for many Malawians who are working at these colleges in various capacities.
- 5) Will support students still learning in secondary schools who would like to advance in their careers.

ADMINISTRATIVE STRUCTURES

□ The following committees were established to spearhead the establishment and management of the colleges:

- a) Inter-Ministerial Committee (Ministerial and at Principal Secretaries' level)
- b) Technical Working Group (Directors and Technicians)
- c) District Management (District Executive Committee)
- d) College Management (Community members)

SUPPORT STRUCTURES

- a) Business incubator centres will be established in the colleges based on the area of focus as one way of enabling prospective entrepreneurs to turn innovation into business thereby establishing their own businesses;
- b) Prospective entrepreneurs from the colleges will be linked to financial lending institutions to provide seed money to enable them start small and medium enterprises; and
- c) Specialized job-placement agencies will be established to ensure skill-job matching.

SITE IDENTIFICATION

- a) Identification of sites to establish community technical colleges is the responsibility of District Councils.
- b) Local communities, which are members of District Executive Communities, are involved in the identification exercise.
- c) The ministry provides technical advice in identifying the sites.
- d) Major criteria are that the sites MUST have existing strong structures and MUST be owned by Government or Local Communities. Additionally, the site MUST have a reliable source of water, electricity and adequate land for expansion.
- e) Need to liaise with relevant ministry if the structure is owned by another ministry

RECRUITMENT OF STUDENTS

- a) District and City Councils are given the responsibility of recruiting students for the community technical colleges.
- b) A class comprises of 20 students due to workshop space.
- c) A total of 920 students were recruited in the 11 colleges to be trained in Bricklaying, Carpentry and Joinery, Motor Cycle Mechanics, Welding and Fabrication, Textile and Design, and Plumbing.
- d) Out of 920 students, 162 are females representing 18%.
- e) Ideally, we should have 1,100 but some have dropped out.

TEACHING AND SUPPORT STAFF

- a) The Ministry with assistance of Civil Service Commission recruited 144 teaching and support staff for all colleges.
- b) There are 22 females amongst the staff representing 15% of the workforce.
- c) The Ministry conducted recruitment exercise of all staff members except messengers, watchmen and ground labourers who were recruited by their respective District Councils. This was to ensure staff to be recruited within the surrounding areas of the colleges.

RELAIED SERVICES

- a) The Ministry has procured training tools and equipment for all courses offered in the colleges namely: Bricklaying, Carpentry and Joinery, Motor Cycle Mechanics, Welding and Fabrication, Textile and Design, and Plumbing.
- b) The colleges also benefitted from Youth Enterprise Development Fund (YEDF) tools and equipment which were collected from Malawi Rural Development Fund (MARDEF).

CONSTRUCTION AND REHABILITATION

- a) Construction and rehabilitation works are initiated by the District Councils. This includes identification of contractors and awards of the contracts. The IPC should be the one making decisions based on procurement law.
- b) Approval to start the works and payment of works done are facilitated by the ministry.
- c) Contractors must be duly registered by regulatory bodies and must comply to tax laws.

CONSTRUCTION AND REHABILITATION OF STRUCTURES

The following documents are required in order to facilitate payments to both suppliers and contractors:

REQUIREMENTS FROM SUPPLIERS / CONTRACTORS

- a) Certificate of Registration issued by the ODPP.
- b) Valid National Construction Industry Council (NCIC) certificate.
- c) Valid Malawi Revenue Authority (MRA) certificate.

CONSTRUCTION AND REHABILITATION OF STRUCTURES

REQUIREMENTS FROM THE COUNCIL

- a) Internal Procurement Committee (IPC) Meeting Minutes.
- b) Contract agreement between Contractor and Assembly on what works to be done.
- c) Approval letter from the Ministry of Labour and Manpower Development.
- d) Certificate of Completion of Works. An approval document of actual works done by the contractor (To be provided by the Council).

NOTE

- If it's a new supplier/contractor there will be need to introduce him/her on the Government vendors list.
- If its additional works, minutes of addendum should be sent to the ministry for approval. Additional works should not cost more than 10 percent of the original contract.

ACHIEVEMENTS

- a) The programme was launched by the State President, His Excellency, Professor Arthur Peter Mutharika on 20th March, 2015 at Ngara Community Technical College in Karonga.
- b) Community technical colleges are providing over 900 training spaces to young men and women who could be idle at home.
- c) Over 144 people have been offered employment.
- d) Government has procured and delivered training tools and equipment for all courses taught in community technical colleges.
- e) Orientation of teachers has started at Domasi College of Education and support staff at Staff Development Institute.

CHALLENGES

- a) Some Councils are not very active thereby delaying implementation of critical stages (Councils must own the program).
- b) Most contractors engaged by the Councils lack necessary documents hence delaying payment process.
- c) Some contractors are charging exorbitant prices.
- d) Some services provided such as civil, plumbing and electrical works as well as training tools and equipment are substandard.
- e) Not many females are interested in TEVET.
- f) Land provided does not allow for major expansions.
- g) Some sites identified by the councils belong to other ministries and this has brought operational challenges.

WAY FORWARD

- a) There are plans to establish seventeen (17) more community technical colleges in the country in 2015/16 fiscal year. Therefore District Councils need to urgently identify suitable sites for the colleges and inform the ministry.
- b) District Councils should take ownership of this national program. Ministry is liaising with Treasury on financial support to the Councils on this task.
- c) District Councils should ensure that contractors have the necessary and valid documents.



Way Forward

- District Councils to assist in ensuring that quotations from prospective contractors are realistic.
- District Councils to be extremely transparent and practical in the selection of students to avoid drop outs.
- District Councils to assist in sensitising females to take up these courses.
- District Councils should work with communities to identify courses that respond to the economic activities of the district.
- **WE LOOK FORWARD TO WORKING CLOSELY WITH DC'S AND COUNCILS AND PLEASE CONSULT WHEN IN DOUBT**

THANK YOU ALL FOR LISTENING

