

Malawi Enhancing TEVET Outcomes (ETO) Project

The [Canadian International Development Agency](#) (CIDA) is assisting the Government of Malawi through funding provided to the Malawi Enhancing TEVET Outcomes Project.

The five year project, administered through the Association of Canadian Community Colleges (ACCC), will assist the Malawi Ministry of Labour and Vocational Training and the Malawi Technical, Entrepreneurial, Vocational Education and Training Authority (TEVETA) to develop policies related to the TEVET system. It will also increase the management skills of technical vocational managers and administrators, and develop a new technical teacher training program.

The goal of the project is to support the Government of Malawi in its plan to reduce poverty by increasing employment and self-employment through appropriate technical, entrepreneurial vocational programming and policy supports.



Project Description

The Malawi Enhancing TEVET Outcomes (ETO) Project is developing technical vocational education and training (TEVET) policy and management training for TEVET managers and school administrators, and a new technical teacher training program. The project activities are designed to contribute to the overall goal of helping to reduce poverty in Malawi by providing appropriate, industry-driven skills training given by trained technical vocational teachers in a system managed by competent TEVET managers and administrators.

The Government of Malawi, through the TEVET Authority, the Ministry of Labour and Vocational Training and the Malawi Polytechnic, is providing the ongoing human resource needs for the project and other in-kind contributions.

Major Focus

The project is preparing a modularized technical vocational teacher training program that will act as the pre-service and in-service teacher training program for Malawi's TEVET system. The program will be articulated with the University of Malawi's certificate, diploma and degree programs for technical college staff. As well, teachers who complete the teacher training program will be eligible for joint certification by the Canadian college (which will issue joint credentials with the University of Malawi).

The technical vocational teacher training program will include modules on teaching methodology related to competency-based program delivery, student evaluation, environmental (occupational) health and safety, HIV/AIDS prevention and entrepreneurship training. The program will be developed to be delivered through distance education (print based) and will include mandatory on-site training periods.

Over the five years of the project, the teacher training program will be delivered to approximately 100 technical vocational teachers in Malawi beginning with upgrading teachers currently in the system.

Other Project Activities

- Training in TEVET policy development and managing TEVET systems and schools is a major project activity. Four training modules will be developed (including Policy and Planning for TEVET Systems, Human Resources Development, Management of TEVET Systems and Labour Market Needs Assessment and Evaluation). TEVET managers and administrators from the Ministry of Labour and Vocational Training, the TEVET Authority and the Malawi Polytechnic and various technical colleges will participate in the training activities over a four year period.
- The project will also undertake the development of entrepreneurial/employability modules for inclusion in technical college programs to promote employment and self-employment for TEVET graduates. HIV/AIDS awareness programs are mandatory at all levels of education in Malawi and the TEVET system will have modules developed on HIV/AIDS prevention for teacher training and student awareness.

Duration

- April 1, 2003 to March 31, 2008

Project Budget

| | |
|--------------------------------|------------------------|
| CIDA Contribution | CDN \$ 800,000 |
| Local Partner Contribution | CDN \$ 242,350 |
| Canadian Colleges Contribution | CDN \$ 381,230 |
| Total | CDN \$1,423,500 |

Project Partners

The three Malawi partners (TEVETA, MoLVT and the Malawi Polytechnic) have worked together as bold TEVET system leaders since 1999 creating the new TEVET system and uniting in the struggle to increase support for its strategic operations.

As previous SIAST CCPP partners, a strong relationship already exists with the three TEVET leaders to undertake new initiatives.

Canadian Executing Agency/Partners

The [Association of Canadian Community Colleges](#) (ACCC) is the national, voluntary membership organization created in 1972 to represent colleges and institutes to government, business and industry in Canada and internationally.

The Association of Canadian Community Colleges (ACCC) manages the Canadian College Partnership Program (CCPP) which provides project funding to Level 1 and Level 2 projects for implementation by Canadian colleges through a competitive and responsive process. The Malawi ETO Project is a Level 1 CCPP project designed and implemented by SIAST as the lead institution.

Recipient Country/Partners

Malawi Technical, Entrepreneurial, Vocational Education and Training Authority (TEVETA)

In an effort to institute TEVET reform, the Government of Malawi (through the Ministry of Education, Science and Technology) established TEVETA in 1999 by an Act of Parliament. TEVETA is an independent and autonomous body governed by a Board of Directors from the private and public sectors. It is supported by a Secretariat and headed by an Executive Director who is responsible for day-to-day management and implementing the Board's decisions.

TEVETA was given a mandate to create an integrated TEVET system that is demand driven, competency-based, modular, comprehensive, accessible and flexible, and built with public/private partnership. With a strong grounding in legislation and policy development, TEVETA has moved quickly to establish its operational structures and to consolidate TEVETA programs to service urban and rural populations. TEVETA provides curriculum development leadership using the competency-based methodology established with assistance from SIAST.

To view the latest edition of the TEVET newsletter, please go to [TEVET Times](#).

Government of Malawi: Malawi Ministry of Education, Science and Technology

The Ministry of Education, Science and Technology took over the policy responsibilities for TEVET in Malawi from the Ministry of Education in 1996. It is also responsible for operating the country's seven technical colleges and for registering private technical vocational providers. A Directorate of Technical Education and Vocational Training (DTVET) within the Ministry oversees the implementation and delivery of TEVET.

Malawi Polytechnic (University of Malawi)

The [Malawi Polytechnic](#) operates diploma and degree technical programs under the umbrella of the University of Malawi. It also provides technical teacher training. As such, it is a TEVET provider and a supplier of technical teachers to the TEVET system.

College Consortium

The Malawi ETO Project is implemented through a consortium of colleges including:

Saskatchewan Institute of Applied Science and Technology (SIAST)

SIAST is a nationally recognized, pre-eminent provider of skills and technical training. More than 12,000 students are enrolled in SIAST programs and it draws approximately 29,000 additional individual registrations. Through four urban campuses (located throughout the province of Saskatchewan) and its Virtual Campus, SIAST offers programs in agriculture, applied/visual media, aviation, basic education, business, community/human services, engineering technology, health services/sciences, hospitality/food services, industrial/trades, natural resources, nursing, recreation/tourism and technology.

SIAST has a strong Business Development and International Partnership department that undertakes international activities (including project implementation, consulting services and international student recruitment).

Red River College (RRC)

The [Red River College of Applied Arts, Science and Technology](#) (RRC) is a community college with two campuses in Winnipeg and numerous rural centres. RRC serves a student

population of approximately 5,500 full-time and 18,000 part-time students. It offers 65 post-secondary diploma and certificate programs

Bow Valley College

Bow Valley College is a vocational training college in Calgary that trains 12,600 students annually at its three campuses in Calgary and 13 training centres across southern Alberta. It is internationally recognized for its experience and expertise in *Workplace Essential Skills* (WES) and the entrepreneurship (Linkage) model developed in Zimbabwe.

Project Staff

Project Officer

Susan Isaac

Association of Canadian Community
Colleges (ACCC)

Program Officer

Jason Mazzei

Saskatchewan Institute of Applied
Science and Technology (SIAST)

TEVETA Staff



TEVETA Project Coordinator, Felix Chalamanda



Executive Director, Jones Chafa



Director of Technical Services, Robson Chakwana



Director of Information, Education and Communication,
Raphael Mweninguwe



Head of Curriculum Development, Clement Gondwe
and Head of Quality Assurance, Wilson Nkoma

Ministry of Education and Vocational Training Staff



Director, Department of Technical and
Vocational Education, Peter Banda

Malawi Polytechnic

Chair, Teacher Training Working Group, Dr. Ida Mbendera

Project Resources

About Malawi

Malawi and Malawians

Malawi is a small and narrow country that is landlocked between Mozambique, Zambia and Tanzania. Its beauty is staggering.

- Malawi's rugged landscape varies from mountain peaks and gentle highlands with coffee and tea plantations to areas of heavily populated subsistence farming in the plains region of the country.
- Malawi also boasts the 12th largest freshwater lake in the world. Lake Malawi once provided abundant fish but it is now largely over-fished.

- Lake Malawi remains one of the premier tourist attractions for the country.

Malawians are friendly people.

- English is widely understood in the cities.
- Rural areas are still conservative and the local language, Chichewa, is most widely used in these areas.

Development Issues

Malawi, often called the "warm heart of Africa" is among the 10 poorest nations in the world.

- With a population of over 11 million inhabiting 118,000 km², the average income in Malawi is less than 75¢/day.
- The majority of the population lives in poverty with approximately 40% lacking basic food security thus creating an unprecedented human tragedy in the past two years (2000-2002).
- The HIV/AIDS epidemic has dropped life expectancy for the average Malawian to 38 years.
- Almost half of Malawians are under 15 years old.
- The lack of wage earners/taxpayers, typically 22-45 years old, is extracting very high social and economic costs.

Malawi's education system is showing significant promising signs.

- The successful implementation of free basic education for primary students has increased youth literacy rates to 71%.
- Unfortunately, most Malawians graduate from primary and secondary schools without skills to sustain employment or self-employment.
- Over 250,000 young people enter the labour market annually - encountering an unemployment rate of close to 90%.
- Non-formal employment within traditional agriculture practices no longer provides an alternative for young people due to population pressures and environmental degradation and increased expectations for formal employment. The result has been mass migration of unemployed youth to urban centres causing a further strain on Malawi's fragile infrastructure.

Poverty and unemployment are the overwhelming development issues facing the Government of Malawi.

Project Activities

While the project activities will be centered on developing and delivering training in Lilongwe and Blantyre (the two major cities in Malawi), they will include participants from the entire country's technical vocational system.

The Linkage Model

As one of the activity clusters in the Enhancing TEVET Outcomes project, the entrepreneurship component is being implemented through Bow Valley College under the leadership of Ms. Pat Salt.

- [Implementing the Linkage Model](#) is part of the documentation produced for the Technical Assistance mission in November 2003.

See also below The ETO-Project and Entrepreneurship Linkage Model Epidemic in Malawi - an article written by Felix Chalamanda, a member of the Entrepreneurship Working Group. Mr. Chalamanda describes the experience of the Malawian participants during the technical assistance mission that initiated the Linkage Model in Malawi in November 2003.

ACCC Conference 2004 - Saskatoon and Malawi - A Personal Reflection

By Flossie Gomile Chidyaonga
Dean Graduate Studies and Research
Malawi Polytechnic

Flossie Gomile is the Narrator of the video A World of Choices developed as part of SIAST's Technical Education Reform Project in Malawi in 2003. She is also the Gender focal point for the new Malawi Enhancing TEVET Outcomes Project and was in Saskatchewan to present at the ACCC Conference A Field of Dreams in Saskatoon May 29-June 1, 2004.

When I first met Elaine McNeil, her soft spokenness, her calm demeanor and her warmth struck me. Little did I know that she was a go-getter and a pusher when it came to initiating and implementing international projects and programs, a quality which has earned her international acclaim. I did not know also that my encounter with her was the beginning of a very meaningful and productive partnership, which would have a multiplier effect. On my part it was also the beginning of my love affair with Canada and in particular Regina.

I came to know Elaine firstly through the Malawi Technical Education Reform Project (1999-2003) and subsequently through the Enhancing Tevet Outcomes Project, which addresses various capacity needs of the TEVET system. These needs include; Policy and Management Development, Teacher Training and Entrepreneurial Development. The result of my first encounter with Elaine was the production of the video: 'A world of Choices,' which has already been covered in previous articles on the web. I was the narrator in the video and prior to that I had always thought my voice was ugly. When I was asked by the team to narrate the video, I thought they were making a big joke. "No your voice is beautiful; you have to be that narrator." They insisted I gave it a shot and I am now looking for a second contract, only this time in Hollywood! But this is not about voices. It is about international partnerships and linkages, networks and collaborations that enable people to make the world a better place.



Elaine McNeil and Flossie Gomile

Elaine has had a passion for gender in the ETO project. Like HIV/AIDS, gender is a cross-cutting issue and no policies or management strategies and indeed any training programs are going to be successful if gender imbalances continue in the trades thus leaving out a useful and large resource of any economy is it in Canada or in Malawi. I also have developed this passion through my various encounters with these projects and my own work in Malawi.

We need to continue to 'live the dream' of ensuring that that recruitment policies in training and in the work place are equitable, that the training and work environments are accommodating to the needs of women and that policies are not only well articulated but that they also have target specific goals for the inclusion of women in non-traditional occupations. This was the gist of our presentation at the ACCC annual conference in Saskatoon, which compared notes about the state of things in Canada and Malawi in so far as Women's representation in Science and technology is concerned. The presentation, "Living The Dream: Equity in Technical Vocational Education in Canada and Abroad" was well received. It ended

with a series of questions and reflections on some critical gender issues and concerns in both countries.

Malawi generated a lot of curiosity by the participants. The problems of gender disparities may have been similar to the Canadian situation but the challenges were dissimilar and culturally difficult to comprehend. Learning under a tree because there are insufficient classrooms? No, not in Canada! Imagine that in the Prairies in, what do you call that time when it is sub-zero, wi... something? No, no class can ever take place under a tree in Canada, even in one's dreams. During the presentation, the icing on the cake was again, this time for a different audience, the viewing of the Video *A World of Choices* where young Malawian Women talk about what inspired them to venture into non-traditional occupations such as Auto Electronics, Brick laying, Motor vehicle mechanics etc. The video was also well received.

During the conference I met very interesting and nice people from ACCC, SIAST, Ottawa, Ontario, Jordan, The West Indies, Vancouver, Concordia University, British Columbia, Toronto... the list is endless. I learned a great deal about what Canadian Community Colleges are doing in terms of their programs, linkages, funding, challenges and their goals and aspirations. Their international programs are awe inspiring. I also continued to network and build bridges and partnerships to ensure that the efforts Elaine has made in global partnerships continue to yield results through a multiplier effect.

The ETO–Project Assists Salima and Soche Technical Colleges in Malawi

By Felix C. Chalamanda
Project Coordinator, Malawi

In pursuance of its Project objective, the Enhancing TEVET Outcomes (ETO) Project provided a 'shot the arm' for two Technical Colleges in Malawi. At a function graced by the Executive Director of TEVET Authority, Mr. Jones Chafa, Salima and Soche Technical Colleges received pieces of Equipment for the Welding and Carpentry and Joinery trades respectively. The two Colleges are the pilot colleges involved in the ETO project.

The ETO Project is a five year CIDA-funded Canadian 'College Partnership Program' project executed through the Association of Canadian Community Colleges (ACCC) and implemented by the Saskatchewan Institute of Applied Science and Technology (SIAST) in Canada.

During the hand-over event, the Welding Workshop in Salima Technical College on Wednesday, 17th March 2004, received five Welding Machines (200 amps), two sets of Oxygen and Acetylene gas Cylinders with sets of Oxygen and Acetylene Regulators, a Welding Torch, two Welding Nozzles, a Portable Angle Grinder and Machine Vices. The Principal of Salima Technical College, Mr. Chakufwa Mkandawire, could not hide his excitement at this colorful function. He hailed the technical assistance that the Government of Canada, through the ACCC, has provided for the TEVET System in Malawi in general and for Salima Technical College in particular. He singled out SIAST and its untiring team of staff, ably coordinated by Mrs. Elaine McNeil, for their efforts in making the TEVET Systems work through the ETO-Project. During his speech, Mr. Mkandawire mentioned that the Salima Technical College previously had only one Welding Machine for over ten years which was very old. And this was the machine being used by a class of twenty students! It was therefore a relief for them to acquire such a timely 'purchase' from the through the ETO-Project.

In a related development on Friday March 17th, Soche Technical College officially received five Smoothing Planes, ten Hand Saws (600 mm), ten Tenon Saws, ten Marking and Mortice Gauges, two Claw Hammers, five Spook, Shaves, five Tape Measures, 10 Bar Rulers, five Combination Oilstone and one Electric Cross Cut Saw. The Deputy Head of Carpentry and Joinery at Soche College, Mrs. Chisomo Nsomba-Banda confessed that the donation had come at the opportune time when the first year students are coming for the first Term starting on

26th April 2004. She said she could not believe her eyes seeing the consignment being handed over to the College - equipment she had only read about but never used during her years of study at the same Technical College. Her sentiments were echoed by the Principal of the College, Mr. Guy Kawanga.

Soche Technical College being one of the oldest Technical Colleges in Malawi, was thought to be well equipped. But it was on the contrary, sad to learn that the Carpentry and Joinery Workshop had only old manuals that had drawings of most of the machines commonly used in the trade, rather than the machines themselves. On his part, the Executive Director of TEVETA thanked the International partners beginning with the ACCC and SIAST for the job well done. He never hesitated to make mention of the SIAST team of dedicated staff who under guidance of the Project Coordinator, Elaine McNeil, for the wonderful work she continues to render to Malawi and more so this time round in the TEVET System. Again Mr. Chafa hailed the cordial relationship amongst the local partners: TEVETA, Malawi Polytechnic and Ministry of Labour and Vocational Training on one hand and SIAST, Red River College and Bow Valley College on the other, for making the ETO-Project so successful. He called upon the two Institutions to carefully use and regularly maintain their consignment of equipment. He said that was the only prescription for the longer life of the equipment and that this careful use and maintenance would be the best 'thank you' to the international partners who would be pleased to know that the pieces of equipment are being put to the intended purpose.

At both functions the Ministry of Labour and Vocational Training was represented by the Senior Deputy Secretary, Mr. Fletcher Zenengeya and Regional Labour Officers. The Polytechnic was represented by Mr. Vanwyk Chikasanda, who doubles as Chairman of the ETO-Project Teacher Training Working Group.

Finding the Beat

In February 2008, two Media Arts students, Christian Moulding and Karen Elliott, travelled to Malawi to produce a short documentary on the Enhancing TEVET Outcomes Project. To view the documentary, go to *Finding the Beat* under Documentaries on the [Projects](#) page.

Technical Assistance Missions

The ETO - Project and Entrepreneurship Linkage Model Epidemic in Malawi

By Felix C. Chalamanda
Project Coordinator, Malawi

The "Enhancing TEVET Outcomes" Project is funded by the Canadian International Development Agency (CIDA) and is part of the Canadian College Partnership Program (CCPP) administered by the Association of Canadian Community Colleges (ACCC). The Project is led by SIAST in cooperation with Bow Valley College in Calgary AB and Red River College in Winnipeg MB.

The "Enhancing TEVET Outcomes" Project (ETO) Project, launched on 13th August 2003, at the Malawi Institute of Management (MIM), has produced wonders before the first birthday of the Project. It started with a series of preparatory meetings with the local stakeholders. Coupled with the able guidance of the Saskatchewan Institute of Applied Science and Technology (SIAST), the Project initiated various Working Groups, amongst which is the Entrepreneurship Working Group (EWG).



Pat Salt, Bow Valley College
and staff of Salina College

The Entrepreneurship Working Group within the ETO-Project champions one activity cluster of the Project-Entrepreneurship Training. This activity is managed by Bow Valley College under the leadership of Ms. Pat Salt. This activity strives to **link skills training to production and Workplace Essential Skills**. This linkage would in turn foster self-employment success in Malawi. The merit of Entrepreneurship Training can never be overemphasized in a developing country like Malawi. What makes the ETO- Project Entrepreneurship Training very unique over the few months after the inception meetings is the **Approach**.

The unique approach of the 'Entrepreneurship Linkage Model' is that it is a "Made-in- Africa" Model developed by Bow Valley College with Mufere College in Zimbabwe through a previous project in 1998-2002. Having been successful in one of our neighbouring countries, it is now being introduced in Namibia, through yet another CIDA-funded project managed by Bow Valley College. At the same time, through the ETO project, Malawi is implementing the model after modifications from the original were made to suit Malawi's situation. The Linkage Model is a perfect fit for the entrepreneurship training at Technical Colleges. When the model was introduced to the two pilot Technical Colleges in the ETO project (Soche Technical College and Salima Technical College), other instructors from other Colleges loudly claimed their rights for similar training sessions. Therefore mini-orientation seminars have been presented by the trained Linkage Model facilitators for their colleagues – increasing the 'reach' of the original training.

Current Operations of the EWG

The Entrepreneurship Working Group is a composition of representative officers from TEVETA, The Malawi Polytechnic, Ministry of Labour and Vocational Training and the two Pilot Colleges of the ETO-Project (Soche and Salima Technical Colleges). Within the group, the Polytechnic (a Constituent College of the University of Malawi) was elected leader and TEVETA as the Secretariat. The Group meets once a quarter to map out strategies working within the ETO-Project Document Framework and has had a number of meetings already. A total of thirteen participants drawn from members of the EWG and teachers from the Pilot Public colleges were oriented on the Entrepreneurship Linkage Model in November 2003 for a week. The Workshop was supervised by Pat Salt from Bow Valley College, co-facilitated by Clement Chiphafu Gondwe and Felix Charles Chalamanda from TEVETA. The later two had been trained on the Model in October 2003 in Namibia when the Model was just being introduced.

Between November 2003 and March 2004, there have been a number of consultative meetings with the technical College trainers on the practical integration of the Entrepreneurship Modules into the College Generic Modules. The full- time delivery of the Integrated Courses shall begin in April 2004 when the new calendar for the first year students start. The commonest modules of the course that continue to be highly sought after and most useful are "Costing and Pricing" and "Record Keeping".

The Way Forward

The great need (and demand) for entrepreneurship training comes in the wake of the Government of Malawi introducing free-education at the Primary level in 1994. This move resulted in the increase of enrollment at the Primary level such that most of the early beneficiaries of the Programme shall be finishing their Secondary Education soon. Because of

limited space at the University of Malawi and Mzuzu University many of these students shall be joining the Technical Colleges. And also the ever increased unemployment rate in the country means that a greater number of the college students will need to take up self-employment - hence the need for the introduction of the Model to all of the Technical Colleges. There is also a demand to have these modules simplified to start early on – such as in Secondary Schools or even upper primary.

Conclusion

The ETO-Project shall have an indelible mark in the lives of many Malawians because of its unique approach of activity clusters within the Project work plan. The assistance from the Association of Canadian Community Colleges (ACCC) and the Canadian International Development Agency (CIDA) who through the Saskatchewan Institute of Applied Science and Technology (SIAST) funded the ETO-Project, is much appreciated. By enhancing the Malawi TEVET Systems, sustainability shall be ensured which will be demonstrated through the effectively developed product, that is, highly skilled graduates who would take their right places within the economy in Malawi.

The Coordination of the Project by Ms Elaine McNeil should be applauded for the untiring steering of the Project in Malawi besides other activities. So too a big hand to the other international partners such as Red River College and Bow Valley College for their roles in the Project. As we clock a year very soon we expect to start full harvesting of the seeds of the ETO- Project in Malawi.

Study Tour Visits

ACCC Forum and Conference - Vancouver, British Columbia - May 2003

Robson Chakwana, Director of Technical Services from the Technical, Entrepreneurial Vocational Education and Training Authority (TEVETA) attended the two-day ACCC Forum for Canadian international project coordinators and their overseas partners. Elaine McNeil, Project Coordinator, SIAST Business Development and International Partnership, participated in the Forum with Robson working with other Canadian and overseas counterparts to further their understanding of project requirements related to programming and finances.

ACCC staff and approximately 150 Canadian college staff and overseas partners provided various workshops related to the structure of new Canadian College Partnership Program (CCPP) projects including:

- developing work plans and budgets
- incorporating gender equity into projects
- incorporating environmental and student components into projects
- incorporating cultural events

During the Forum, Robson and Elaine presented a workshop on *Incorporating Gender*

Consideration into CCPP Projects. It focused on their work during the Malawi Technical Education Reform Project. (1999-2003).



Robson Chakwana and Elaine McNeil

Robson and Elaine focused on the Gender Policies of the Malawi Government and TEVETA, and the various strategies that were identified. The Technical Education Reform Project focused on developing activities related to the project including:

- a women in trades video, *A World of Choices*, which was showcased at the Forum
- a [poster](#) related to the video and highlighting choices for females
- a teacher's guide to use with the video
- two workshops on the recruitment and retention of female students into TEVET programs

Launch of the Women in Trades Video - Vancouver, British Columbia - May 2003

Robson Chakwana and Elaine McNeil participated in the launch of the women in trades video, *A World of Choices*. The launch was part of the gender equity workshop presentation at the ACCC Forum (the Forum preceded the Conference).

The video represented one of the activities for the previous Malawi Technical Education Reform project (1999-2003). The video will be used for recruiting young women to the TEVET programs in Malawi. It was filmed in Malawi in May 2002 by a joint Canadian/Malawian team and edited in Canada at SIAST.

The 23 minute video follows young Malawian women as they choose technical careers, describes the reactions of parents and friends, and discusses the support teachers, family and friends provide as the young women pursue their career dreams. It also includes advice to girls regarding entrepreneurial activities and advice to parents and teachers from a Malawian gender expert.

Video Launch - Regina, Saskatchewan - May 2003



Robson Chakwana at SIAST Wascana Campus

Following the ACCC Forum and Conference in Vancouver, Robson Chakwana travelled to SIAST Wascana Campus where he and Elaine McNeil prepared the first annual project work plan and budget.

On May 29, 2003 Robson and Elaine presented the women in trades video, *A World of Choices*, to approximately 100 SIAST employees and students during a noon hour presentation. The video was well received with numerous requests for copies from Basic Education programs.

Malawi Ministry of Labour Officials Meet the Canadian Winter

In late October, two officials from the Malawian Ministry of Labour and Vocational Training (MoLVT) spent a week at SIAST studying vocational educational policy and planning.



Mr. Monongo and Mr. Rambiki experiencing snow for the first time

Mr. Martin Mononga, Principal Secretary (Deputy Minister), (MoLVT) and Mr. Obert Rambiki, Deputy Director of the Department of Technical Education spent time with a number of SIAST officials including the SIAST President, Dr. Bob McCulloch who discussed the importance of a firm and cooperative relationship with industry as part of SIAST's overall strategy.

They were delighted – and just a little frightened - when our first snowfall arrived during the final days of their stay! Neither had experienced snow before so the photo opportunities were endless. The visit was part of the new “Enhancing TEVET Outcomes” project, funded by the Canadian International Development Agency (CIDA) through the Association of Canadian Community Colleges (ACCC).



Mr. Monongo and Dr. McCulloch

The group also met with the Deputy Minister of Learning, Dr. Craig Dotson, related to educational policy and legislation and with David Harvey, Director of Business Development and International Partnership related to the strategic planning workshop he had recently delivered to participants in Malawi. They also participated in a half day workshop delivered by the Saskatchewan Trade and Export Partnership (STEP) and the Canadian government on effective proposal writing and bidding for projects.



Mr. Rambiki, David Harvey and Mr. Monongo

Wrapping up their visit the two guests enjoyed a presentation by SIAST's Extension Division on revenue generation during which as part of Hallowe'en festivities that day, Little Red Riding Hood visited the workshop.

During a final good-bye luncheon with President McCulloch, the Malawian delegation joined a study tour of Slovakian educators also at the Campus during that week enjoying the multi-cultural atmosphere here at SIAST.

Malawi Technical Educators Enjoy a Three Province Prairie Study Tour

The Malawi 'Enhancing TEVET Outcomes' project began implementation in April 2003. One of the major activities in the project is establishing a new **Diploma in Technical Education** program in collaboration with Red River College in Winnipeg. In order to deliver the new Diploma, Red River College, SIAST's partner in this project, has assisted in training 11 'Master Teacher

Trainers'. In September 2004, two Master Teacher Trainers, a Technical College Principal and the ETO Project Coordinator from our partner organization TEVETA spent two weeks in Alberta, Manitoba and Saskatchewan looking at technical and vocational training from a Canadian viewpoint.

The four visitors included Mr. Guy Kawanga, Principal of Soche Technical College in Blantyre and Mr. Chikufwa Mkandawire, Principal of Salima Technical College and a 'Master Teacher Trainer' in the new Technical Teacher Diploma program. Also on the study tour was Mr. Van Wyck Chikasanda, Department Head of Technical Education at the Malawi Polytechnic and the Chair of the Teacher Training Working Group established by the project to oversee the new Diploma program. As well, Mr. Felix Chalamanda, the designated ETO Project Coordinator from the Technical Entrepreneurial Vocational Education and Training Authority (TEVETA), joined the group.

The Malawians landed in Calgary where SIAST's second Canadian partner, Bow Valley College, picked up the group and spent the weekend showing them the delights of Calgary, Banff and the Rockies. The visitors were excited to see the mountains and enjoyed the hospitality of Bow Valley College Coordinator, Ms. Pat Salt, during their stay. They were also very impressive at a visit to an elementary school where they delighted the students.



Pat Salt, Bow Valley College with visitors and her family in Banff

On their move eastward, the group next landed in Regina where they spent a week at SIAST looking at business and strategic planning and met with officials at the University of Regina related to developing a Master's Program in Technical Education. They also enjoyed workshops related to Extension programming and developing a college marketing strategy.



SIAST's Office Education Program Head, Larry Grant provides a donation of books



Visit to St. Angela Merici Elementary School in Regina

The group visited another elementary school in Regina with the SIAST Business Development and International Partnership Office Program Assistant, Dianne Bashutski and regaled the students with interesting stories related to Malawi culture. Other cultural and hospitality events were implemented and the group left after a busy week for Winnipeg and the next leg of their prairie province tour.

With Red River College acting as hosts, the group had a whirlwind of visits to various business and industry partners as well as visits to other vocational and technical training institutions. Mr. Kurt Proctor, the Project Coordinator for Red River College, prepared the study tour agenda and assisted with implementing the various activities.



Visit to Red River College with Kurt Proctor



Intern Zach Ogilvie meets Mr. Chikasanda

In both Regina and in Winnipeg, the Malawians made presentations to faculty, staff and students related to Malawi and the project as part of our Community Awareness activities.

Teacher Training Working Group (TTWG)

An Overview of the Teacher Training Working Group (TTWG)

Mr. V. Chikasanda
Chairperson, TTWG

The Enhancing TEVET Outcomes (ETO) project was launched at the Malawi Institute of Management (MIM) in August 2003. The objective of the project is to address various needs of the TEVET systems such as policy and management development, teacher training, entrepreneurship and development of model technical colleges: one rural and one urban college. The project also addresses cross-cutting issues of gender, environmental education and HIV/AIDS. During the launch, various committees were set up and entrusted with running and managing issues of the project. The working groups set up include the Project Steering Committee, the Policy and Management Working Group, the Teacher Training Working Group and the Entrepreneurship Working Group.

The first project, the Technical Education Reform Project (1998-2003), implemented by SIAST (lead partner) and Cambrian College and funded by CIDA through ACCC focused on curriculum development and new education concepts like CBE, DACUM, Standards, and Certification. These issues were brought into the Technical and Vocational Education arena and are issues which required enhancement. Hence, the 'Enhancing TEVET Outcomes' (ETO) project was developed to deal with these issues.

From this brief historical and conceptual background, it becomes crystal clear that the TTWG is the main committee of the project as it shoulders the major focus of the project activities. The following is a list of the committee's achievements to date:

- The first meeting of the TTWG was on 8th August 2003, soon after the launching event. The Chair was unable to attend this meeting. However the partners in the project - Ministry of Labour and Vocational Training, the Malawi Polytechnic, SIAST, Bow Valley College and Red River College (RRC) were ably represented. RRC presented the teacher training programs to be offered and the meeting readily accepted them and referred the other issues to the committee. The meeting also advised TEVET and the Polytechnic to check with Department of Human Resources and Management (DHRM) and the University respectively on recognizing the diploma to be awarded to the participants.
- The second meeting of the TTWG took place on 26th September 2003. The agenda included an election of the chair of the TTWG, review and adoption of selection criteria for the Master Teacher Trainers and feedback on recognition from RRC, DHRM and the University. During the same meeting potential master trainers were nominated; four (4) for each competency identified in the competency profile for technical teachers.
- The third meeting of TTWG took place on 1st December 2003 at TEVETA Boardroom in Lilongwe. The meeting endorsed that the trainings should take place at MIM as opposed to MIE where accommodation for both the trainees and trainers would be problematic. The meeting also adopted the selection criteria for Master Trainers. It was agreed that a Master Trainer should:
 - Hold a bachelors degree in Technical and Vocational Education or its equivalent and/or a Diploma in education plus a minimum of 5 years active teaching experience.
 - Be a qualified teacher with relevant teaching experience in technical and vocational education of not less than 3 years in active teaching.
 - Have a working knowledge of competency based training would be an added advantage.
 - Be available and willing to deliver training councils during term breaks.
 - Not be more than 55 years of age.

After careful scrutiny of the application letters and their Curriculum Vitae's, 11 trainers were chosen based on the criteria described above. They are as follows:

Mr. Vanwyk Chikasanda, Malawi Polytechnic
 Ms. Panji Chamdimba, PhD, Malawi Polytechnic
 Ms. Febbie S. Chibambo, Malawi Polytechnic
 Ms. Theresa W Mkandawire, Malawi Polytechnic
 Ms. Evelyn V. Pasanje, Malawi Polytechnic
 Mr. Weston F. Mwase, Bunda College of Agriculture
 Ms. Mary C. Semu, Soche Technical College
 Mr. Chakufwa Mkandawire, Salima Technical College
 Mr. Steven Nyasulu, Salima Technical College
 Mr. Frank Binauli, Soche Technical College
 Mr. Felix Maulidi, Soche Technical College



There are five women and six men in the group. The first six are University of Malawi lecturers while the rest are reputable instructors from Soche and Salima Technical Colleges, the two ETO project model technical schools. All these candidates participated in the master trainers' workshop at MIM from January 5th to 18th, 2004.

The training was facilitated by Jim Mackay* of Red River College. Mr. Mackay covered all the modules which are to be delivered by the team of 11 Master Trainers. The training was very effective. Besides preparing them for delivery of the same modules to Technical College Instructors, it also helped the Master Trainers to adjust and improve their normal teaching responsibilities in the Colleges.

The Master Trainers are quite eager to deliver the training starting in April, 2004. It is, however, important to organize the materials for a learner-centered approach delivery considering that the participants are adults, who may not easily understand concepts except through seeing and practice.

The ETO project is a five year project. Over this five year period, it is hoped many questions will be answered. For example, will there be a need for such training since recruitment is often an on-going activity? After the training, the participants will get a Diploma and would that be the end or the beginning of the instructors' brighter life? Do we open a Technical Teacher Training College or enhance the activities of Technical Education Department at the Polytechnic to incorporate the needs of this program in their calendar? Another burning issue is how do we synchronize the diploma offered by ETO and the Bachelor of Education (Technical) degree program at the Polytechnic? There is, therefore, a need for further consultations on how to approach the future or else a strategic plan is required for Technical and Vocational Education and Training, which would clearly stipulate a proper direction on meeting the TEVET poverty reduction strategies as provided in the MPRSP, vision 2020 and the 2002 Science and Technology policy for Malawi.

* Jim Mackay passed away on March 8, 2004.

Contact Us

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