

Mott Foundation Grant Reporting Form Narrative Report

- Number of Memorandum of Understandings signed and relationships built with local businesses.**

Understanding (MOU) with SIDO (Small Industries Development Organization), facilitating comprehensive support and guidance for the established microenterprises. Additionally, Don Bosco fostered affiliations with approximately 10 local enterprises. These local businesses play an instrumental role in mentoring and advising the newly established microenterprises, aiding them in navigating the intricacies of the business landscape. This collaboration equips these microenterprises with enhanced expertise and insights into the operational intricacies of their ventures.

Objective 2: Improved competitiveness of recent graduates through field attachments, internships, and additional training. Include data on:

- Percent of graduates who obtain national certification licenses in solar photovoltaic installation.**

Among the cohort of 138 graduates in the year 2022, Don Bosco, through its Job Services Office, successfully facilitated the application of 107 licenses, representing approximately 77% of the total graduates who sought national licenses in solar Photovoltaic Installation. The remaining 19% of license applications, equivalent to 75 graduates, pertained to the 2020 and 2021 graduating classes.

- Percent of students linked to salaried job employment during and within six months of graduation.**

Out of the 138 graduates from the class of 2022, Don Bosco, leveraging its Job Services Office, effectively secured placements for 81 graduates, constituting approximately 58.6% of the total graduates. In this placement, female graduates comprised 21%, while male graduates constituted the remaining 79%.

Objective 3: Better proportion of female graduates and career transitions for all trainees to life after graduation through mentorship and leadership opportunities and an alumni support network with community-based support. Include data on:

- Percent of total graduating students who are female.**

In the year 2020, the proportion of female students who graduated was 27% for short-term courses and 16% for long-term courses. In the subsequent year, 2021, the graduation percentages stood at 23% for short courses and 17% for long courses. In 2022, the percentage of graduates was 19%, exclusively for long-duration courses, with an expected additional 17.6% of graduates in both November and May for Dodoma, where the academic calendar had been adjusted.

On average, across the years, the percentage of female graduates was 17.25% for long-duration courses and 25% for short-duration courses.

- Percent of graduates whose income is sufficient to meet personal needs.**

Among the employed graduates, 68% receive a monthly income averaging between 250,000 and 500,000 units, while within the self-employed cohort, 40% report an average monthly income of 200,000 units. It's worth noting that earnings in self-employment are subject to variability based on the specific nature of the work undertaken and the availability of projects, making them less predictable and more contingent on these factors.

- Number of social media/website engagements among students, alumni, and mentors.**

The social media engagements during the grant execution period were mainly 2 at informal levels of WhatsApp and some live sessions during career fairs.

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02. What major favorable or unfavorable variance(s) from stated goals, objectives, and projected expenditures occurred during the period? Indicate if the variance will hinder or prevent the accomplishment of the objectives.

During the course of the grant execution period, certain discrepancies arose, particularly in relation to one of the Don Bosco TVET Institutions, namely Dodoma, affecting the academic calendar for third-year students. Under the revised academic calendar for the central zone, third-year students are now slated to graduate in the subsequent June. This adjustment is necessitated by the fact that their progression from the second to the third year hinges on the publication of NVA II examination results, which typically occurs in May of the following year.

While this situation was partially addressed by offering specialized classes focused exclusively on solar-related subjects, it raises concerns for the long-term implications, especially when the 2023 selected business award winners commence operations. Additionally, it may impact the effectiveness of job placement mechanisms, as the available opportunities may primarily cater to Don Bosco graduates in Iringa.

Furthermore, it's worth noting that the initial project proposal originally centered on providing advanced Business Development Services (BDS) training to the 2022 graduates. However, due to their earlier initiation of business operations, a decision was made to pivot the focus of advanced BDS training towards the 2021 graduates, who had accrued more experience in the labor market.

03. Do you currently expect to continue this program after the end of this grant? If “Yes”, does your organization have appropriate funding committed?

YES. Don Bosco Institutes in Iringa and Dodoma will continue undertaking solar training courses for its long and short courses. Over the upcoming biennial period, Don Bosco is slated to provide training for approximately 311 students in long-term courses. This count encompasses both second and first-year students currently enrolled in NVA II and I, respectively. In addition to this, the institution envisions accommodating short-course students through sponsored programs. However, the exact number of short-course students cannot be ascertained until concrete agreements are established with the partnering organizations sponsoring these specialized training initiatives.

Considering the solid groundwork already laid by the Solar Technician Training program, encompassing the establishment of workshops and mini-grids, the primary expenses associated with the training will revolve around the instructors' salaries, training materials, and establishing linkages to the labor market. Both Don Bosco Dodoma and Iringa VTC will take on the responsibility of funding these crucial operations through a combination of sources.

To sustain these operations, the funds will be sourced from the savings generated from the mini-grids, as well as a portion of the revenues generated from students' school fees. In addition to these measures, the Don Bosco production units, in line with the framework employed by other DB institutions, will extend support by allocating a portion of their profits to sustain the day-to-day activities of the TVET institutions. By harnessing these financial resources and leveraging the support from various sources, we aim to ensure the smooth functioning and continuous improvement of the Solar Technician Training program.

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04. Do you currently expect that the planned results will be achieved by the completion of this grant period?

According to the Logical Framework Matrix, the project has made significant strides in achieving its goals at the output and outcome levels throughout the grant execution period. However, when we consider the impact level, it becomes evident that the project is still in the process of realizing certain targets. This situation is primarily due to the nature of these impact-related targets, which often necessitate an extended timeframe extending beyond the project's official duration, as well as variances between the project timeline (September 2022 to October 2023) and the standard academic calendars, which typically run from January to December. Notably, in the case of Dodoma, there is an exclusive adjustment that extends the academic calendar from June 2023 to June 2024 for third-year students.

Nevertheless, it is important to emphasize that, given the inherent operational dynamics within Don Bosco as an institution, including the systems within its educational institutions, the roles played by the PDO (Project Development Office) and the JSO (Job Services Office), the unachieved impact-level results are expected to be realized. A dedicated effort will be made by specific units to ensure that the intended long-term targets are ultimately attained and closely monitored.