

# REPORT HIGHLIGHTS:

## “DIGITAL TRANSFORMATION FOR YOUTH JOBS: CENTRAL ROLE OF PROGRESSIVE POLICIES”

The 3RD Innovation and Technology Forum



FEBRUARY 2022  
UPDATED

**PREPARED AND PRESENTED BY**

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The 3rd Edition of the Innovation and Tech forum was organized by Media Convergency in partnership with the United Nations Development Programme (UNDP) through the Funguo Innovation Programme.

All related content (video recordings, articles and pictures) can be found across social media (Twitter, LinkedIn, Facebook, Instagram and YouTube) through hashtags of #InnoTechForum.

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## ACKNOWLEDGEMENTS

The Innovation and Technology Forum held on Friday of February 25th, 2022 - was the 3rd and last part of the convening of the pilot in exploring how, what and the significance when it comes to intended results of enhancing women and youth led ventures through solution-oriented discussions. This pilot would have not been possible without our custodian Tanzania Commission for Science and Technology (COSTECH) and enabler, the United Nations Development Programme through its Funguo Innovative Program. This forum was further made impactful by the participation of two ministries, to mention are the ministry of information, communication and information technology represented by the permanent secretary Dr. Jim Yonazi and the ministry of education, science and technology represented by the permanent secretary Professor Eliamani Sedoyeka; the participation of the Policy Makers, the Key Players and stakeholders from the ecosystem. The combined collaborative efforts of all the mentioned above and guidance of the board of advisers to the Innovation and Tech forum steering committee is what has resulted to the success of these meetings, improving in quality after every convening from the first one. As Media Convergency, we feel honoured to be the forum coordinator and feel privileged to put together the result of collaborative efforts across sectors. We also extend gratitude and acknowledgements to the Media Partners who made the conversation part of the news coverage for their community. We believe that we all need to be of one vision and goal towards attaining a solution-oriented ecosystem for innovation and Technology. We extend lots of gratitude to every person integral to outcome.



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# ABBREVIATIONS

AI	Artificial Intelligence
COSTECH	Tanzania Commission for Science and Technology
CSR	Corporate Social Responsibility
DLAB	Tanzania Data Lab
DOT	Digital Opportunity Trust
ICT	Information Communication Technology
IFM	Institute of Finance Management
COSTECH	Your section titles go here
MAKISATU	The national competition on Science, Technology and Innovation
RDN	Registration of Debt Number
SDGS	Sustainable Development Goals
SDL	Skills Development Levy
SMES	Small and Medium Enterprises
STI	National Science, Technology and Innovation
TSA	Tanzania Startups Association
TVET	Technical Vocational Education and Training
UK	United Kingdom
UNDP	United Nations Development Programme
UNICEF	United Nations International Children's Emergency Fund



# A VOTE OF THANKS

**Ms. Christine Musisi**

UNDP Resident Representative

My task is simple tonight, I have been asked to give a vote of thanks, I would like to thank our seniors who have come here to guide us through this very important dialogue I would like to congratulate the organizers Media Convergency, you are doing a fantastic job and we have been debating among ourselves here that where next are we going to do this as UNDP.

I would like also to thank our partners COSTECH with whom we are working together especially in supporting Innovation eco-system, we are really privileged that we have two Ministries here, giants in the country that have paid good attention to this dialogue, we should not take it lightly, we appreciate very much. I don't want to prolong an already long night but I want to mention that as Funguo, UNDP we are working with our partners UK aid and also European Union who have come together with us, COSTECH, Ministry of education, Ministry of Industry, trade and investment to see how we bring solutions to strengthen the innovation eco-system. We are learning a lot as we go along but we are very committed, we have the main objectives of funguo here; trying to close the financing gap, strength in innovation capacity and also strength

in enabling environment which we really are committed to do together. Now as we move forward from this event, what I would wish for us to really note and take home with us, is that while youths are the majority in population in Tanzania and Africa, the senior generation is the one that holds the purse and the decision-making power. It is for the young people to take this as a challenge to invest your efforts in enabling the senior generation to fully embrace innovation, understanding and live it. We are banking on you to help us on finding those solutions to ensure that we are all on the same page, because when you are bumbling and there is a ceiling you might burst. So, we need to find an outlet based on mutual understanding.

The second thing is we need a policy legal and regulatory approach that is agile and also tailored to a specific need, interest and psych. If we have a policy making process that take a whole year by the time it is completed the world has already moved on. So, please let's look at that, what is the innovative approach to policy making, the other is that youths and women innovation ventures need to be accompanied through a more coordinated support, many of us are enablers in the sector focusing on specific element for example some are focusing in ideation, incubation, financing and scaling up, I think we need to bring and coordinate all these efforts so that a venture that has received the initial support to just left to hang, it is connected to the next level up, I think we need to think about that. Of course, innovative financing has been mentioned so many times then the last thing is that we may have skills, we may have finance, we may have policies but more so we need the transformation of our mindset or paradigm so that we can cultivate a culture of innovation in everything that we do.

We need the education system to go beyond the basic mental faculties of memory and understanding to develop the higher faculties of the mind very deliberately including creativity, imagination, perceptions including self-perception, we talked about the need to build character, intuition, we need innovation, digitization and transformed ways of thinking in the DNA of this great nation, I already mentioned that UNDP we are keen to partner in taking this dialogue at regional level, with those few words, thanks to all of you who have participated including those who have participated online, really appreciate you.

*"Kazi iendelee".*

*We need a Policy Legal and Regulatory approach  
that is agile and also tailored to a specific need, interest and psych*

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Ms. Christine Musisi, UNDP Resident Representative



## ABOUT THE FORUM

Technology and Innovation has been highlighted as a key means of implementation of Sustainable Development Goals (SDGs). As part of the recognition of this, the 3rd meeting of the Innovation and Tech Forum (InnoTech Forum) held an in-depth discussion on thematic topic “Digital Transformation for Youth Jobs: Central role of progressive policies”. The discussion combined three different approaches of presentation on the thematic topic. We had a fireside chat which saw a one on one with between the representative from the Ministry of Education, Science and Technology, professor Eliamani Sedoyeka and Funguo innovation Program Manager, Mr. Joseph Manirakiza drawing in from an angle of education, innovation and technology. The other approach was several keynote speeches from special guests starting with the Chief Guest from the Ministry of Information, Communication and Information Technology represented by the permanent secretary Dr. Jim Yonaz, the Tanzania Commission for Science and Technology (COSTECH) Director General, Dr Amos Nungu, Media Convergency’s Chief Executive Officer Ms. Asha D. Abinallah and eventually the UNDP Resident Representative Ms. Christine Musisi who shared a note of thanks.

The discussion further moved in a panel discussion bringing on board gurus from the ecosystem. This moderated session by Ms. Khalila Mbowe the CEO of Unleashed Africa Social Ventures brought on board discussants, Ms. Safarani Seushi, the Senior Program Manager from the Digital Opportunity Trust Tanzania, Ms. Lillian Secelela Madeje, the Founder and Business Development of Nijiri Platform dealing with opportunities for youth for employable skills, Mr. Agapiti Manday the Executive Director of Tanzania Data Lab (dLab), Ms. Faith Pella the Head of Mobile Financial Services, Millicom Tanzania and Mr. Zahoro Muhaji the Chief Executive Officer of the Tanzania Startups Association (TSA); who all shared insights from a youth solution oriented approach aiming at an impactful ICT for development on Digital Transformation for youth jobs.

### Attendance at the Forum

The meeting was attended by representatives from government bodies, the private and public sector, startups and key stakeholders at a total of ninety-five (95) participants with forty-four (44) female and fifty-one (51) male attendees at the Innovation and Tech forum.

46.3%



Female

53.7%



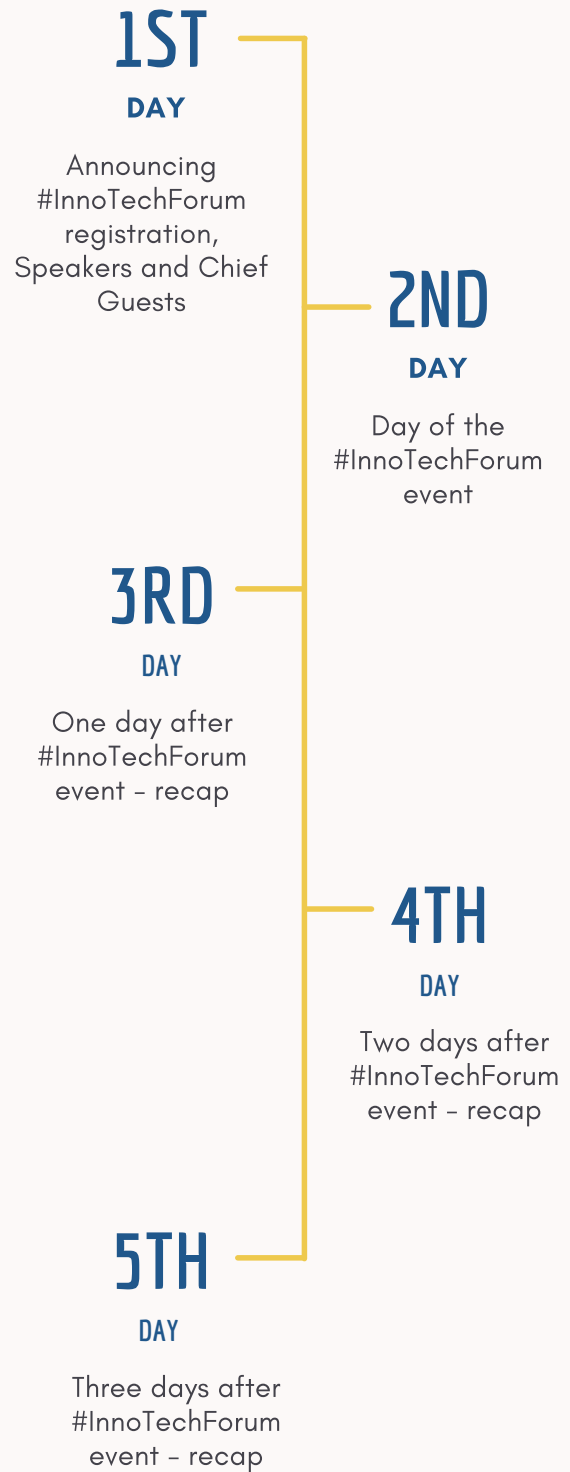
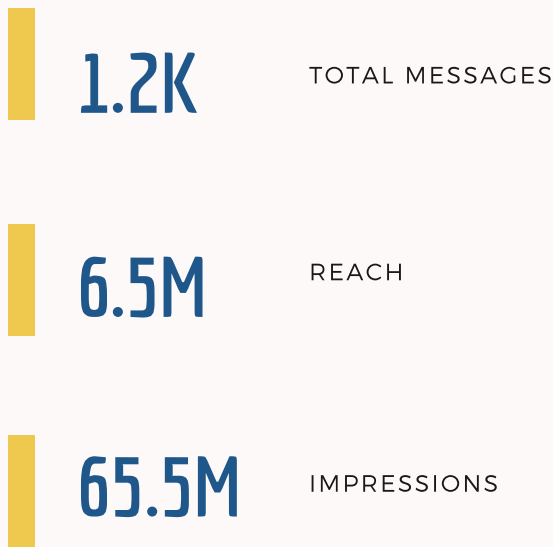
Male



# DIGITAL ENGAGEMENT

## 5 DAYS OF #INNOTECHFORUM

The Digital engagement shared an overview of the interested partners from the online community of shared content in regards to the #InnoTechForum with a direct reach of 6.5 million and an impression of 65.5 million in five days. The sentiment from the shared online content was 57.5% great and the rest 42.5% neutral. The language was 70% English and the rest in Swahili - with Tweeter platform being the most active platform compared to the Zoom link, Youtube, Instagram and Facebook.



### TWEETS OVER TIME





# PART ONE

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DISCUSSION  
HIGHLIGHTS  
**KEYNOTE  
SPEECHES**

# KEYNOTE SPEECH CHIEF GUEST



The permanent secretary, Dr. Jim Yonaz from the Ministry of Information, Communication and Information Technology as Chief Guest at the third Innovation and Tech Forum

I would like to recognise the organisers' efforts, and thank you very much Asha for coordinating this and having me today. I learnt a lesson long time ago that if you want something to be coordinated well then give it to a woman to supervise it and by saying that I would like to acknowledge and to appreciate the work of my assistant, I would also like to acknowledge the presence of my young sister as it's always important to appreciate her or else I will be in deep trouble when I head back home.

My job is to make sure that Tanzania progresses in terms of ICT, innovations and building ICT skills and I am happy that today I have an opportunity to hear what others are thinking about what we do at the ministry and I thank you all for the ideas that you have shared and I will be inclined to work on them when I head back to the office. As the Ministry we have a big job to do in creating the Tanzania we want. We hope that all of you are on board to a better Tanzania

in terms of ICT, innovations, connectivity, skills and use of data while putting women ahead. Most of Directors In the ministry are women and that rhythm a lot with the theme that we have here today and to aid these discussions I would be very happy to one day have these kinds of dialogues in other regions across the country. Let me send a call that, if possible, we will have the next dialogue of this nature in Pemba. The government is doing a lot investing in ICT and we fully understand that many Tanzanian youths are embarking on the digital journey. I challenge you that the noble duty you have in your life today is to challenge yourself, your life and what is ahead of you for the benefit of your country and the future to come. Digital transformation in Tanzania is taking place and a lot of investments have been done, including policies like ICT policy 2026, cyber security strategy which is being implemented but also connectivity to the rural areas.

I am happy that today I am accompanied by the director who is working day and night to make sure that we extend the National ICT backbone to the rural areas. The ministry is open to discussions and welcome all to visit us in Dodoma and also welcomes this kind of dialogue and more. I would like to challenge the organizers that, if possible, in the future let's also include scientific discussions, they are quite useful to inform us policy makers and industry at large on what is available and what can be done because it is a triple mode that the science (Academia), Industry and the government are involved and that it will make it possible to have sustainable strategies for our country to develop. It is through data and most importantly data identification and analysis that we can be able to use those data for planning and development. This is because it is not only always that what you collect is useful but it is by identifying the right data and ensuring that all the responsible entities have enough understanding of the available data. So, I would like to suggest that in the future dialogues, if possible, we also include academia as well.

As the government we have implemented many initiatives including mobile network coverage, we are now covering 94% of the population in Tanzania and 66% of the geographical distribution of our country and also, we have increased a number of internet users from 5 million in 2020 to 29.8 million by December 2021, I think this is quite a big population in terms of penetration we fully understand that is not enough because in the rural

areas along the borders we still need to extend the network that will allow people to enjoy the presence of the internet but the most important as we mentioned before, the youths are the future of our country therefore we need also to connect them and make sure that they have access to the internet and the global network and that's why one of my ministry's commitment is to make sure there is affordable access gadgets to networks. While we access technology, we understand that there a lot of things that are happening in the world, the 4th industrial revolution is already here but many of our work and duties will be automated, and that innovation is very difficult to automate because it ease because of the learning ability of the human being and the desire for a change every time but then for us to arrive at that moment we need to build relevant skills and adequate environment in terms of legal frameworks and as you know this is a listening government.

We have a project called "Digital Tanzania" and the purpose is to ensure that Tanzania become a hub of ICT in terms of adequate and relevant working culture, skills, access connectivity and frameworks that are supportive and facilitative for innovation, business and environment that make us all happy. I believe that if you want people to be innovative, give them some love and full support. On that note I hope you receive and feel supported from my ministry.

*"The youths are the future of our country and therefore we need to connect them and make sure that they have access to the internet and the global network - that's why one of my ministry's commitment is to make sure there is affordable access to gadgets and networks"*

Dr. Jim Yonaz, The Permanent Secretary





# KEYNOTE SPEECH DIRECTOR GENERAL



The Tanzania Commission for Science and Technology (COSTECH) Director General, Dr. Amos Nungu

This is the third forum convening, and COSTECH is proud to be part of the initiative and how well the eco-system is responding to the forum, where we started and as we continue people are thirsty to be a part of the eco-system, we expect that stakeholders can work hand to hand with the government in facilitating and creating a supportive environment for start-ups. The theme for the forum discussion changes in order to accommodate everyone, today we are talking about the conducive environment which is the work of the government, this was sent specifically for the youth as we know in Tanzania innovation equals youth, so today's theme is all about how the environment can be conducive so that they support our way of doing things.

I am looking forward for a great engagement because together we can be part of this enabling environment, the policies without stakeholders' input might not be as conducive as we want them to be. MAKISATU is coming in may so, we are promoting small time innovators, small time can mean different things but also grass root so when we are discussing this enabling environment for the youth, I used to think about those youth who can make the PowerPoint presentation and those who do not know how to pitch or sell but they are in our daily local environment. he added that we have to think about those youths who have innovations but they don't know how to pitch or speak the language which the funders want to hear or they can understand but when we speak about enabling environment, we have to consider the grass root innovators who some of them survive without to innovate now and then but that enabling environment is conducive enough in urban town and as well as outside the cities.

All in all, I welcome you all in this discussion and as we move forward, this is a third forum so, COSTECH and FUNGUO program through UNDP we want to make the platform "a go to" we want to make the platform a change agent so, while we are discussing we also accept and receive feedback to make it more inclusive, to make it more innovative so that everyone could be heard but not only be heard, the contributions can be processed and contribute to an enabling environment. I expect a productive discussion.

"Thank you"

# KEYNOTE SPEECH CEO - MEDIA CONVERGENCY



The Founder and Chief Executive Officer at Media Convergency, Ms. Asha D. Abinallah

I am more than humbled to be standing here this great moment in time in which a lot of great minds have grasp us by being part of this important discussion today I extend sincere gratitude to the chief guest, the Permanent Secretary Ministry of Information, Communication and Information Technology Dr. Jim Yonaz and the Permanent Secretary Ministry of Education, Science and Technology Prof. Eliamani Sedoyeka, the Director General of the Tanzania Commission for Science and Technology Dr. Amos Nungu, UNDP Resident Representative, Ms. Christine Musisi, Funguo Innovation Program Manager Joseph Manirakiza and the vibrant panelists doing great work which are relevant and important for the ecosystem.

Distinguished delegates, ladies and gentlemen good evening. The Innovation and Tech Forum is made possible and it has been explained so, I would like to say that as Media Convergency we are the coordinators and sometimes when you are the coordinator people tend to think that you have done everything by yourself, we have not. We have a lot of people behind this, we have COSTECH and UNDP through their vision of Funguo Program of enabling the environment for important environment like this giving us support and enabling g us. We have an abundance of interested and hungry for a thriving ecosystem with experts willing to share insights and support.

The overall objective is to bridge the season players and stakeholders with new innovators, tech change champions and startups who need to learn from those who started and to find a way to network, share frustrations, access opportunities, collect feedback and get to know how to make a conversation with the right people who are showing or guiding us our way in the eco-system. Today's forum with the thematic topic "Digital transformation for youth jobs; central role of progressive policies" is key and important in realizing how effective Tanzania as a nation can promote the environment for youth and women led ventures especially in this time of digital transformation in the fourth industrial revolutions.

I will like to also address to the question on how anyone can be part of the forum at any capacity; I say if you have passion and interest to see the forum work then you are the right person and the person we wish to partner with. While we have the support of COSTECH and UNDP, it is our hope that in the long run it can be sustainable and run by itself. It is on that note we say that the forum is coordinated by Media Convergency and not really owned by Media Convergency we are just initiating the coordination with the close support of the forum steering committee and the five advisory board members. So far, it has also been a learning process on how best it can work and be more impactful. We have reached this stage of the forum as the results of many players, I would like to extend a lot of gratitude to everybody who is key to making sure that this works, also I would like to acknowledge as we have been implementing this as a pilot study, and thus working on collected ideas from Dr. Nungu, from the Buni Hub team, from UNDP and seasoned players in the eco-system on the best approaches to be experimented and applied at the forum. I would also like to acknowledge the dedicated seven members of the steering committee who are there to make sure that we we control quality of the content and the five advisors' experts who oversee that we are doing, if it aligns within the overall goal without straying away from the vision.



# PART TWO

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DISCUSSION  
HIGHLIGHTS  
**FIRESIDE  
CHAT**





## FIRESIDE CHAT

The fireside chat was hosted by the Funguo Innovation Programme Manager, Joseph Manirakiza on the thematic topic with Prof. Eliamani Sedoyeka, Permanent Secretary at the Ministry of Education, Science and Technology

Igniting the discussion Prof. Sedoyeka explained that it is a great thing seeing vibrant minds put together a dialogue that aims at discussing the challenges that faces youth especially in this period where technology is engulfing every single operation. Going on, Prof. Sedoyeka shared that it is a huge responsibility being given the opportunity to operate on a ministry that works directly with youth by empowering them with knowledge and skills that they can be able to offer their expertise in building the nation.

“It is a bit early and I am still learning and trying to understand the magnitude of the responsibility but I have a brother who is always ahead of me and showing me the way so at least makes an easy.” He explained. So, I think that there is a room for us to bring new ideas on the table and judging from the people here I think I can take advantage of that and bring new ideas and especially on policies because that's where I am positioned.”



## Qn: Joseph

Talking about youth skills we have seen Nijiri Platform doing a great job when it comes to nurturing talent and looking at the number of graduates that are getting to the job market and without actually jobs waiting for them which means we are now you are talking about jobless graduates. "Now as a person who is in charge of pushing the ministry of education, science and technology forward, what has the government planned for that?"

Attempting the question Prof. Sedoyeka said it is true that there is a huge number of graduates who are yet to get jobs but at the same time there are jobs which still do not have enough people to work on. "Talking about numbers, Tanzania is still having a lower number of graduates per population when comparing to the neighboring countries and the challenges is that we produce graduates for jobs which have no spaces for them but not completely and this comes to the understanding that some graduates are just focused on being employed." Explained Prof. Sedoyeka. He went on explain that what is being done now as the National Development plan indicates, industrialization and the government as whole is to push towards productivity. "So, the graduates that we are going to produce are those who after graduating are going directly to start producing" he said.

To fasten on his point, Prof. Sedoyeka explained that taking some time back, at least 40 years, there were no skilled labors and thus the government decided to initiate different programs like IFM, ARDHI and so forth to produce skilled people who will go on to fill specific jobs as there were so many jobs and yet there were not people to work on those jobs. But over time after universities and colleges started to produce same skilled people it led to a shift of the graph of demand of skilled people and supply of the available jobs. Taking as an example, Prof. Sedoyeka shared that almost all the higher learning institutions in the country produces accountants but at the same time companies are automating their operations due to the use of AI. "Thus, what we are trying to do now is to produce graduates who have multiple skills which is offering them an opportunity to nurture their talents and broadening their views in the employment issue." Shared Prof. Sedoyeka.

Talking of the unemployment challenges, Prof. Sedoyeka explained that the issue of unemployment is more or less addressed when we talk of graduates from higher learning institutions whilst there is a huge number of youth school dropout in the middle classes. "Now our focus is on these people at the middle classes whereby this is a group that for example in engineering, they are technicians and the ratio for one engineer you need two technicians and for every one technician you need two assistants of which now this takes us to the point that every engineer needs at least twenty to thirty people beneath him and thus this is the force that we are going to put and lean our efforts to." Explained Prof. Sedoyeka.

## Qn: Joseph

There has been an ongoing debate over different online and offline avenues on the matters relating and concerning the education system reform; "as the person responsible what is your take on the matter?"

Attempting the question, Prof. Sedoyeka said "you may reflect what I am saying on yourself: most people that I have seen successful is not because of the education that they received but their character of which is mostly built at home. And the challenge is, most people blame the education system and forget about who they are in the whole process where as success is about time management, goals setting, KPIs setting, discipline and all other stuffs that tests your personal character along your success journey."

## Qn: Joseph

There has been an ongoing debate over different online and offline avenues on the matters relating and concerning the education system reform; “as the person responsible what is your take on the matter?”

He went on to advise that when speaking of character, families should not run away from their responsibilities of raising the kids on the right ways and manners to help them build the right character which will help build the generation which will not only look at education as a mean for success and rather a factor along others in the process.

Speaking of the education system, Prof. Sedoyeka shared that they are starting to create a sectorial plan titled ‘Education Sector Development Plan’ which will help look into the education system and put work on revamping and resetting it. “In this we are working with development partners like UNICEF and other on various conducted researches, country wise, regional wise and globally to benchmark ourselves on what others are doing. And luckily for considering the digital era we are in it is easier for us to see who does what and what is working and what is not and there is a lot of data to be analyzed for us to find the right rhythm.” Explained Prof. Sedoyeka.

“So, in the light of improving the education system there are three important plans; one, the ‘Education Sector Development Plan’; two, the Ministry of Education, Science and Technology strategic plan which extends to five years: three, the TVET (Technical Vocational Education and Training) strategic plan which also extends to five years. With all these plans which are being revised, the idea is to produce graduates who after school can go to directly start produce of which now: first, they can stand on their own feet; second, they can start businesses and employ others; third, they can contribute to the national economy by paying taxes.” he added.

## Qn: Joseph

Cementing on the issue of Education System Reforms, Joseph asked Prof. Sedoyeka to share of when do the ministry expect the reforms to be ready for actions and link these reforms to policies as there has been huge challenges especially in universities when it comes to curriculum updates and that they are very slow when it comes to adopting to modern systems.

Elucidating the matter, Prof. Sedoyeka explained that for primary and secondary education the curriculum, exams and all other teaching systems are set by the government but coming to higher education institutions each institute sets its curriculum and its teaching system and that is where the problem starts. “To put things on the right direction there are couple of things that are being done; one, is adjusting the way higher learning institutions operates when it comes to curriculum and teaching system, but also transforming to competence-based curriculums as it has already been done to some higher learning institutions like some of the universities with exclusion of medical universities of whom had already been there. And for the rest we are transforming slowly.” he shared. To put the issue clear, Prof. Sedoyeka explained that talking of competence-based curriculums, this means training programs that focuses on creating and developing skills created form a set of tasks from simple to complex. And the assessment is done by completion of the task and how well the task is completed; so, if the trainings are tailored into that then the expectation is that people will come out with skills to produce and come up with something great. Talking about whether the curriculums are adaptive and dynamic enough, Prof. Sedoyeka explained that the higher learning institutions are required to change/update their curriculum after every five years and are allowed to update up to 25% of it after a year and that means after an

academic year circle as this gives them a chance to reflect on what works and what does not work. He went on to give an example on the United Kingdom where due to the rapid changes in the Information and Communication Technology (ICT) industry, the government has allowed teachers and tutors to teach what is on the trend to let their students have ample knowledge on current ICT trends since if the curriculum take two or three years to be updated by the time it gets to work it is already obsolete.

“But of course, there is a thin line in fields like accountancy, engineering and the likes but in the digital industry it is rapidly changing and it has come to a point where if you do not follow certain conversations then in a month or so you will be left behind in regards to what is trendy and what is obsolete.” added Prof. Sedoyeka. Concluding, Prof. Sedoyeka shared that one of the areas that they are putting much efforts in the transformation and reform process are the way universities and other learning institutions operates and that we can be able to produce graduates who will not be graduating looking forward to be employed but rather who will be well equipped with the knowledge and skills to be able to produce and start something of their own.

## Qn: Joseph

What is so far the concern and plans of the Ministry of Education, Science and Technology on the issue of digital divide, digital infrastructures and the education system.

Explaining this, Prof. Sedoyeka shared that when you talk of digital divide it does with the gap between who have access information technology and who does not have access and this can be measured between one country and another, gender, regional wise and so forth depending on the perspective measurements that one sets up. But the important issue about digital divide is not policies, and habits and culture but comes with the matter of technical-ability from where there are three things; one, the gadgets or devices that gets you connected; two, the connectivity; and three, the technical skills that the person have to navigate through the digital space.

He further explained on connecting the concern of digital divide and the education system by explaining that a few years back they did a research and numbers on the issue of offering tablets to every student who makes it to college and it came out that it is economically viable and by that time he was looking at the college that he was heading. But he has not looked it when you put all the higher learning institutions and he is looking forward to putting the discussion to the board and see how they can work on this.

## Reactions to the Fireside Chat



**Henry Kulaya**  
Co-Founder - Launchpad Tanzania

"From what we have heard here and in other dialogues of the like, and especially when we talk about digitization and entrepreneurship it always comes to one thing and from which for all these discussed things to be embedded and have a way forward is by having these ideas planted in the roots of our education system. We need to understand that the divide is still a huge problem, for instance about 80% of schools in Kigoma region do not have electricity which is a larger and one of the key components when we talk of digitization comparing to the 8% in Dar es Salaam. We need to address such obstacles if we are to make sure that we all move in a digital fashion so that we do not leave anyone behind".



## Reactions to the Fireside Chat



Hon. Neema Lugangira, Member of Parliament – CCM Special Seats and an advocate for Digital Inclusion for Women in Politics reacting to the fireside chat.

I will also like to challenge everyone talking about the available opportunities on the digital space, while neither is talking about the threats and challenges attached to the digital space. As we all know, the digital space is very abusive and horrific, so with your positions what is your responsibility in making sure that the space is safe for anyone to explore the available opportunities. And to put a word out many girls and women in politics are left out due to lack of clear safety and protective policies that will be put in place to allow every individual to enjoy the available online opportunities.” All in all, internet connectivity and accessibility work better in the line of digital opportunities if we can be able to groom kids from early stage by ensuring that there is network connectivity in schools and well packed infrastructures to allow them to explore those opportunities.

## Reactions to the Fireside Chat



Hon. Nusrat Hanje, Member of Parliament, Special Seats and advocate for Education reforms

This discussion today is very relevant. As of today as a nation, we have the Science and Technology policy that dates back to 1996 while we know that a well actioned policy has a lifespan of around ten (10) years. We also do not have a national Science, Technology and Innovation (STI) custodian who can supervise all the matters relating to STIs. On that note, I would like to pose a question at professor Sedoyeka and everyone in this room; {“Is it not high time to have a Ministry titled “The Ministry of Science, Technology and Innovations which can be responsible of all the matters related to STI?”

We have been pushing for updates and reforms and there has been the transition towards the competence-based education system since 2005 but the real challenge lies on the gap between

point A (on who are the teachers) and point B (on who are the students). I am glad you have shared that now you have shifted your efforts from students to teachers and tutors of whom we have entrusted to pass the skills to students and I will urge you to not let your foot off the pedal for that.





# PART THREE

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DISCUSSION  
HIGHLIGHTS  
PANEL  
DISCUSSION

## THE FORUM PANELISTS



From the left is Rose Funja, the Managing Director of Agrinfo, Safarani Seushi, the Senior Program Manager from the Digital Opportunity Trust Tanzania and Zahoro Muhaji the Chief Executive Officer of the Tanzania Startups Association (TSA)



From the left is Lillian Secelela Madeje, the Founder and Business Development of Nijiri Platform, Agapiti Manday the Executive Director of Tanzania Data Lab (dLab) and Faith Pella the Head of Mobile Financial Services, Millicom Tanzania

The session was facilitated and moderated by Khalila Mbowe the CEO of Unleashed Africa with an approach of each discussant to share their insights drawing from the experience in their everyday work. The panelists each have not less than eight years in the field directly or indirectly related to Digital Opportunities for youth jobs. Their expertise gives in first hand experience of challenges and obstacles for youth led ventures across sectors and most importantly to do with the regulatory environment to enable innovation and ventures.



# KHALILA MBOWE FACILIATOR



## Qn: Khalila to Faith

What is the factor that the private sector especially the telecom industry has done in developing and advancing the innovation sector?

Attempting the question was Faith Pella, the Head of Mobile Financial Services from Millicom Tanzania. "I always tell startups and anyone who comes with an innovative idea to me that they are to be bold and very confident over the idea that they are presenting." stated Faith. She went on explaining that the time she spent in the West Africa, back in time there were no startups laws and regulations but it was the startups themselves who sat and analyzed what they wanted and pushed them towards legislators and the government. "I think to the private sector in Tanzania, we have to give the opportunity to startups and see how they fare." Said Faith. She further shared that many startups' imports technology form outside, while the same technology can be found within the compound and the challenges of this is that they cannot even defend that technology when pitching their ideas. "So, I want to urge startups to be bold and confident when pitching their ideas; know the right people and know who to talk to about your idea; have proper documents which will not limit you on explaining about your idea."

Speaking on the private sector and corporate as whole, Faith shared that those responsible should allow startups to be realistic. She shared that despite the requirements that a startup should display at least two years financial statement to be considered for innovation financing what about those who have just stated their ideas, documented it well and want to start implementing it? On the other hand, Faith urged the private sector to give chances, give opportunities to startups nurture them and see them grow. "And to startups you really need to understand the private sector language and understand when and where to speak what."

Concluding her views, Faith shared that data is a strategic asset for any entity, whether a business, private or public, governments and so in today's world. "To innovators, you have to build a minimal viable product that will give you a case to solve the community problems and this will help you to get the data you need about your targeted customers, competitors, partners, investors and so forth and will be your stepping stone for you to move forward."

## Qn: Khalila to Zahoro

Referencing the Tanzania Startups Association (TSA) report of December 2021, there are seven (7) critical opportunities and challenges in the ecosystem. What among the seven is placed on top in making an abdominal effect and changes in the ecosystem?

Attempting the question was Zahoro Muhaji, the Chief Executive Officer at Tanzania Startups Association (TSA). "I will say the first will be the whole legal framework, since every challenge that we talk about is traced back in the issues of laws, policies and regulations; be it financing and capital, management or operation



ground.” He went on explaining that the issue of legal framework is two-fold; when you see a successful startup, tracing back its success you may find that it was born from the right set of policies and thus his call is if we can have well set policies and regulations then it will directly have multiple effects on other things.

Pointing taxes as an example of legal matters, Zahoro shared that every July the government passes a budget for the coming financial year from which a lot new policies are introduced on taxes and some other are taken off. “Last year we got a complaint from one of our members on the issue of Skills Development Levy (SDL); so, we tabled this to the responsible and when the budget came out the SDL was extended from five (5) people to ten (10) people and it had a massive impact. And we plan to do other interventions again this year.” explained Zahoro. “I think tax regime is born from our policies in terms of how much is to be paid and when is to be paid. And thus, if we can work out these issues that relates to our policies then we will be able to work out all other issues starting from the right infrastructures, capital and financing to talents and skills management. He added.

Speaking of skills and talents, Zahoro started by referencing the four (4) major growing Startup’s ecosystems in Africa that is Kenya, Nigeria, Egypt and South Africa that they all have one thing in common and that is higher number of nurtured skills and talents giving an example of well skilled software engineers and number of Hubs that nurtures those talents. “The other important thing will be innovative financing, from which you cannot finance innovative ideas in the traditional way.” Shared Zahoro. Explaining further, he shared that, startups work hard in securing finances for their ideas one of the ways being securing loans. “One of our members managed to secure foreign invest loan/debt but according to our country’s regulation to be able to get funded by foreign debtors you will need the RDN (Registration of Debt Number) which this number allows you to repay that debt. But a challenge is that they have been following on that for about four months and their operations are halted due to lack of cash.”

Concluding, Zahoro shared that to any youth who has ever dreamt or is dreaming of becoming an entrepreneur, this is the time since there is quite a huge room for anyone to learn anything and work on it without hindrances.

## Qn: Khalila to Rose

What do you think are the changes in Innovation ecosystem? What do you think needs to be done to propel those changes?

Attempting the question was Rose Funja, the Managing Director at Agrinfo. “For sure we are moving forward, five, six years ago I can say everything was new, but there has been much efforts in educating people and have understand what is what despite the fact that it’s a few who have been able to get clear understanding of the ecosystem; many still do not read the publications that we put out about innovation and other do not even speak the language we speak when we talk about innovation.” Explained Rose.

Explaining further Rose shared that taking example of Dar es Salaam, there are many industries of which the services sector takes the lead, but despite being on the lead there are quite a few of the SMEs that are in this sector who have incorporated and uses technology in delivering their services. “But despite having a low number of these SMEs who uses technology we still have a great opportunity of exploiting the advantage of technology in turning these businesses into technology and data driven business models. An example is those who offers catering services, we see them in different places delivering the services but are they growing; maybe yes, maybe not.”

Rose shares that an innovator needs to be data driven if they are to grow their ideas into thriving business models, “they need to have devices which will help them collect data of what they do and where they do it.” explained Rose. Speaking of fundings and investments, she shared that it is the role of the government to create conducive environment and formulate supportive laws and policies that will attract give an appetite to angel investors who will then be able to invest in small amounts and help these startups to attract more investors into their businesses since when you talk to investors outside our boundaries who have big muscles, they will tell you they cannot come to invest in a country until they have someone who comes from within and have understanding of your idea and can vouch for your idea’s potential. “And this is how we will be able to help grow those startups who have been stagnant due to lack of operating cash.”

“One last thing it has to do with mentorship; just to say startups are just ideas and some from students who are fresh graduates from schools and other just from curiosity and business environment and community experiences.” These people need to be mentored and coached on not just how to run business but also operating companies and the corporates one of the CSR activities that you should put efforts into is coaching startups.

Concluding, Rose called upon private and public sectors to work with about 4 million Small and Medium Enterprises (SMEs) towards helping them grow and turn their businesses into data driven business models. “And to us who have the experience and have been in the tech and innovation ecosystem should help these young innovators into understanding the right technologies to incorporate into their businesses.”

## Qn: Khalila to Lillian

What ecosystem practices do you identify as obstacles to the booming Digital Transformation when it comes to youth employability and self-employment?

Attempting the question was Lillian Madeje, the Founder & Business Development at Niajiri platform. “We are more than a recruitment firm; we are the labor market information system center that is using our data in system can collect information on youth from their education backgrounds to their employment status and what is that they have that have hindered them to get jobs or what has helped them to get jobs.” Explaining of the challenges in the ecosystem, Lillian shared that the main challenge is on the programs that are being offered from different institutions, “I can tell from experience that there has been a shift in what is out there due to the digital transformation; now the challenge is you may meet with ten graduates and only four of them speaks the digital jobs or self-employment language. Most of these youth are not set into understanding the shifted balance of the digital era and what it takes for an individual to actually design something on their own, brand and grow it into a company.” Ms. Madeje added that the other challenge is access to internet and bandwidth. “When you talk to youth, they will tell you that since the digital era is all about the internet, they find it challenging when it comes to the costs of accessing the internet and bandwidth from telecom companies. And I think it is something within the means from which the responsible parts can work together in stretching this towards a very friendly way and allow these youth to access the available digital opportunities and at the end be able to create opportunities for others.”

Lillian shared that as Niajiri they are currently working on a plan to work with the Tanzania ICT commission to design programs for schools which will help in delivering ICT knowledge and Digital skills to help equip youth with the necessary skills in this booming digital transformation era. “And for this to grow and become something great for youth now and then then I call upon partnerships and collaborations form both private and public sectors that we can be able to equip the youth generation with the necessary skill sets for self-employment.” she concluded.

## Qn: Khalila to Agapiti

What do you think are the pressing challenges when it comes to data collection, researches, processing and analysis, and reporting?

Attempting the question was Agapiti Manday, the Executive Director at Tanzania Data Lab (dLab). "What I can say is data cannot stand alone and it cannot make any meaning when it is alone that is it has to be connected. So, when you get information, it means there is a lot of small data that have been put together." he said.

Agapiti went on explaining that despite having these dialogues on digital skills and data analysis, there is still a huge number of youths whom does not have access to these talks and thus they are left behind. He further shared that as Tanzania is working on creating digitized economy by exploiting the opportunities that has come with digital transformation, then there is a need of having polices and rules that will allow entities to have access of data towards designing different programs and projects. And these policies should also consider what is done in the innovation ecosystem and its contribution.

Concluding, Agapiti shared that all we know is that data are in silos and he urges the private and public sectors to let out the data and help data scientists in evaluating, analyzing, and reporting from which we can be able to design and plan different programs and projects that may contribute to our countries growth in all aspects ranging from social, economic, socio-economic and political.

## Qn: Khalila to Safarani

What do you think should be the top five skill sets that the government and private sector should focus on nurturing to enhance youth self-employment in the digital transformation era?

Attempting the question was Safarani Seushi, the Senior Programs Manager at Digital Opportunity Trust (DOT). She shared that they had spent some time in research when setting up one of their programs scaling, they had to list and work out skills that they wanted to focus on and use them to help youth achieve middle individual incomes through digital jobs. The five necessary skills that we found to be important in this digital world are those related to productivity, specialized skills like management and research, and data analysis.

"At DOT we have trained youth to be digital skills specialists and ambassadors who are also going out there to train other youth. But the big challenge is that they are still not enough." explained Safarani. "And now with the impact of Covid19, digital productivity tools, web development, social media management and data analysis have become a key and have helped youth to even tap opportunities outside our country's borders." she further elaborated that due to the increase of competition on exploring these opportunities then there is something else that is to be done in terms of capacitating youth with job readiness professional skills and more.

Going further Safarani shared that despite having many opportunities digitally, we have to think of how inclusive are they and there should also be researches on how decent they are and how can this person really benefit from it without being exploited of their skills. "We have found that there is still a gap of who from where can access these opportunities and on the other side we have come to learn that the needs of the youth are quite diverse and thus we need to have policies that are quite progressive if we are to cover those needs."

Concluding Safarani shared that she calls for the responsible entities to work on designing policies that will build an inclusive environment and making sure that every young person's needs are considered.





# PART FOUR

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## MOMENTS IN PICTURES

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# Some notable Highlights from the Forum

UNDP is committed at trying to close the financing gap, strength innovation capacity and also strength in enabling environment which we really are committed to do together.

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The respective Ministries, Ministry of Information, Communication and Information Technology and the Ministry of education, science and technology are very positive and supportive in regards to initiatives to do with Innovation, Science and Technology. They have emphasised partnerships from the key players.

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A lot of information and data in regards to thematic topic and a variety of topics across sectors happen in silos. There is need for all sectors to collaborate on the best way to make the data available.

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There huge skill-gaps among youths who are already providing solutions through a variety of Innovations. While one might have a very strong scalable idea, only a few are able to sell their ideas and work through ways such as pitching.

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There is a need to involve Policy Makers in key discussions which need understanding and reform of the regulatory and policy framework.

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The government have recently created a sectorial plan titled 'Education Sector Development Plan' from which it will help look into the education system and put work on revamping and resetting it.

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The national Science and Technology policy dates back to the 1996 having crossed over the required lifespan of ten years of any policy into law.

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In addressing digital opportunities for youth, it goes beyond internet access. The uneven key attributes to enable access such as electricity, required infrastructure, skills and innovation centres/hubs of rural and urban areas already poses a great significant of uneven opportunities.

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# Conclusion

The forum had a very rich discussion and we were fortunate to have the representation of respective ministries, policy makers, key experts in the field and interested parties. Each sector has a contribution in creation, enhancing and providing relevant solutions. The thematic topic of the forum was “Digital Transformation for Youth Jobs: Central role of progressive policies”. The variety of aspects which arose from the discussions such as skills, access, enabling environment, role of all key stakeholders, policy reforms and a need for a solution-oriented approach opened up an urgent need for immediate action.

The key ingredient of the national development is closely tied to the Digital Economy – and this can not happen in isolation away from going in pace with the fourth industrial revolution. While it has been evident the crowd is of the same belief in enabling the environment for youth-led ventures, the trick lies in formulating fast, inclusive youth-centred solutions which would cater for all with equal access to opportunities. That is where the Innovation and Technology forums come in place, providing a consistent space for such discussions towards a brighter tomorrow for the youth.



# CONTACT US AT

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6th Floor – Al-dua Tower, Morocco Square,  
Opposite Vodacome H/Q - Bagamoyo Rd  
P.O. Box 33598 - Dar es Salaam Tanzania  
E: [info@mediaconvergency.co.tz](mailto:info@mediaconvergency.co.tz) | M: +255 764 477 927  
[www.mediaconvergency.co.tz](http://www.mediaconvergency.co.tz)

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