



TEWA TRAINING CENTRE

'Increase rural women capabilities through human and technical multi-skills acquisition'



End year report

INTRODUCTION

About Tewa Training Centre

Situated in Kuruitu 2km off the Mombasa Malindi highway, Tewa Technical Training Center is an institution that provides learning opportunities and empowerment to underprivileged girls and women from Kuruwitu sub-location, Kilifi district. The aim of the project is to diminish the poverty level of the community in the target area.

The action is included in a wide programme of the local partner, Kianda Foundation, which is promoting the development of girls and women through education for over 56 years. The action takes advantage of the experience of similar initiatives developed in other needy places of the Country.

The needs and interests of the beneficiaries (girls, women and hospitality Industry) are well known to the partner.

The strategies

In its efforts to improve the living standards of the women in Kuruwitu through an integral programme of professional training, the project is implemented through two broad strategies i.e.

- (i) The outreach program
- (ii) The in-house training program

The Outreach Program

With the help of **Harambee** we have managed to run this programme for the past year and we are happy with the results.

We have dealt with women who for one reason or the other could not make it through the mainstream education system. Many of these women are therefore illiterate or semi-illiterate.

The classes on Literacy have been appreciated. The main focus has been in writing and reading in Kiswahili and English. They have also done mathematics, which in general they find it quite difficult.

The real action has been in the cookery & nutrition classes. The programme is done taking into account their requests and suggestions. The classes are divided in theory and practice, and they blend well. The only obstacle for their regularity to attend the classes is the period of rains, as they are called upon for farming jobs and they need the income.

In theory, they have done all about hygiene. Personal hygiene is a great discovery, as the concept is new to them. They also learn hygiene at work, and environmental hygiene. We have noticed the effects immediately. The women and their children look cleaner and healthier; during the classes they notice the one who does not do the things right. When we visited their homes, we also appreciated that there was some kind of order, which is not seen in other homes. This is always a reward for the teachers.

The balanced diet was another topic that was taught at length; we make sure that they know how to manage it using ingredients that they can easily find and afford.

The use of equipment was also taught; the things they can use for cooking making use of simple things.

The excitement came in the practical lessons. They cooked:

- Cakes using a simple cooking pot with a cover on top on which they place the charcoal, in that way it is done without the oven, which they don't have. This needed several demonstrations and they enjoyed it a lot.
- Bread. For some years now, we have been teaching them how to make bread and they like it a lot, as it is cheaper and richer than the one they buy and their children love it.
- Kangumu. This is something between cake and biscuits, which is typical and filling. They like it because it is cheap and they can sell it.
- Samosas. This year this item has been the great success. It is a kind of pancake with a filling and then fried. It can be filled with meat or vegetables. The one with vegetables is cheaper. Two of the ladies, Ribiki and Saada, started their business immediately selling the samosas and they are doing a big business. Everyone talks about them in the area.
- Fish. They learnt different ways of cooking fish. As they are in the Coast this is the best and cheapest protein. They were amazed at the different dishes they could produce with the same thing.

- Eggs. They cooked all type of eggs. They are used to the boiled one only, as it is the easiest and you don't need anything.
- Pizza. This was also a novelty and they enjoyed it.
- Other common dishes like potatoes, rice, etc.

Saada was one of the outstanding students. She did not miss a class and was always asking for more. She is a young grandmother, as in Kilifi they can get married before 15. She looks after three grandchildren. She really needs money, so she just started selling samosas the following day to the demonstration. She is selling so many that even herself is amazed of her success. She has grown in self-confidence, and is happy to be able to feed her grandchildren better.



For housekeeping and dressmaking, many of them come to the Centre so as to facilitate for them the learning using the right equipment, having the necessary conditions for housekeeping, being able to use water, etc.



During a sewing class. They prefer the floor to a table as that is what they are used to, and at home, they don't have tables. The children come with them, but that is not an obstacle to their learning.

About the In-House Training Program

The In-house program targets young girls aged 16-25 years. The girls are taken through hospitality courses provided at the Tewa Technical Training Center.

The in-house group is further divided into two groups. The skills/ artisan group targeting primary school leavers and the professional hospitality course group targeting secondary school leavers.

One of the aspects that has worked very well with them this year is the attachment, as this has provided a lot of exposure to them.

Attachment is scheduled in the programme as an integral part of their studies. This internship of 4 months is done at the end of the 2nd year. It is only after a satisfying attachment period that the students obtain their certificates. If the internship period is not completely fulfilled, the students do not receive their diploma.

During the attachment assessments of the students, the Tewa Training Centre evaluators were able to get a lot of information from the hotel departmental supervisor in the department where the students had already practiced. From the assessment of the graduates it helped us know the potential of our girls and what the girls lacked. All this information was incorporated together and discussed in subsequent academic meetings, in order to help us know what to improve on. During the assessment period, the teacher going to do the assessment was able to have meetings with the Human Resource Managers to know what they are looking for during job interviews for recruiting and this helps us know if our girls are competitive at their level in the hospitality industry market. The Human resource manager said that what they really require from the interviewee is to have good communication skills, technical skills and spirit of always willing to serve. From 90% of the hotels where our students were placed during the attachment period, it was clear that our girls have very good skills in practical's (housekeeping, laundry, service and kitchen) but not at supervisory level. Most of their advices have been taken into consideration.



Some of the activities we have had during the year:

SEMINAR FOR TEACHERS

In August, when the students were on vacation, a seminar was organized for the teachers.

The themes discussed were:

- How to help the students to study. The girls are not very studious because they do not have that culture. His parents have not studied and their homes do not have the environment to do so. So teachers have to prepare classes in a careful way to capture their attention and motivate them to study on their own. This is something that is frequently checked with the teachers so that they can be aware.
- It was reviewed the coordination of theory and practice lessons, and both subjects teachers were urged to work together for best results.
- Tutorials with students. After a presentation and discussion on the topic it was resolved to give more personal attention to each student to help them know their problems. It was concretized in doing an activity together at school, student and teacher, and visit their families. It was also decided to have a workshop with the mothers of the students to give them ideas on how they could help their daughters.

AGRICULTURAL SHOW

This is a trade show that is organized in the Kilifi County every year to publicize new products, ideas, etc.

Two teachers of Tewa went to the fair to learn and see what could help the school, especially on the issue of hospitality and agriculture. One of the things that they discovered was that the Utali College, which is a Government institution, offers short courses of catering for teachers, to raise the level of teaching. It is one of the things that Tewa has proposed for some of her teachers to do, as soon as they can.

WORKSHOP WITH THE MOTHERS OF THE STUDENTS

In the tutorials with the students, the teachers have noticed that the mothers of the students were not aware of the difficulties and concerns of their daughters. That is why we organized a workshop where they discussed these problems in groups and they thought together how to solve the difficulties. Being few in each group all could speak and ask.

The mothers have not gone to school and there are many aspects of the lives of their daughters that they do not know how to handle. The daughters ask them for money to pay their dues in school, to buy essential items such as sanitary towels, etc. and the mothers, as they usually have very little, they do not to give them anything, nor explain to them the reason. This makes them look for 'friends' who provide them with what they need.



We talked about this and other things that affect them. When someone dies in the area, meetings are organized in the afternoon until very late at night and lasts at least 2 weeks. The girls go to these meetings and in addition to not sleeping the required hours, they get involved with people that go to these functions. There they meet 'friends' that are not good for them.

In one of the neighboring villages, there is a room where they show movies, as they don't have television or other entertainment in their homes. The films are of all kinds and are not appropriate for them. All this comes up in the tutorials. As the mothers do not speak with their daughters, they don't see the dangers. The mothers were very grateful and it has urged them to try to be friends of their daughters, talk with them, be interested in their things, etc., something that never had been raised.

OUTSIDE CATERING

When there is an opportunity to prepare food for a group that organizes a seminar or a party, or any celebration, it is cooked by the students, because thus it serves them as practice, and raises a small income for the school.

We had on 2nd August one of these celebrations with 30 people. One of them was the woman representative of the County, and after the meal, she wanted to give a talk to the students on how to reconcile their personal life and their work. She spoke to them also about their future and the impact they could have in the

area, even if now it was not developed. The girls were thrilled, as they looked at her with admiration for having the position of female representative. She also gave a bag of sanitary pads to each, something they really appreciate, as they cannot always have access to it.

FAMILY DAY

The family day was organized on 20th October, coinciding with a national day so that they could all participate.

The objective of this day was to get to know the families of the students. The girls feel proud to show their families what they have learned, and the families on the other hand are very grateful. They prepared the food that was offered to them and also prepared songs and dances that can never miss on these occasions. They were happy.



VISITS

The representatives of the area highly value what Tewa provides, and sometimes they send groups so that they can see one aspect or another of the school.

This year we received a group of girls from St. John's College in Kaloleni, and we prepared a program for the day, so that they would go with something concrete they had learned. They made a cake and learned to set the table; they also learnt how to make a bed and to clean bathrooms. They were happy. This also opens their horizons and they start thinking of what they can do after they finish school.

They also visited us some representatives from the 'Horticulture Society'. They have invented a new fertilizer that is natural and more powerful and wanted to do a demonstration and use it in Tewa to see the experience.

WORKSHOP AT THE END OF THE COURSE

A workshop was organized for the students who completed the course, to prepare them for a job. The following subjects were covered:

- How to prepare your cv. They have never seen or heard about this and they need to prepare it.
- Interviews: what to take into account. This is the first time to present themselves for a job.
- Challenges they will encounter. For this subject we invited a hotelier who explained to them the day to day of the work in a hotel.

As part of the workshop they visited several hotels, and what helped them most was talking with former students of Tewa working in those hotels. In Leisure Lodge Resort they met 3 past students.



SOLIDARITY PROJECT

The Tewa girls also do social work. In the area, there is a nursery school with over 300 children. Until a few years ago, all were conglomerated in four classrooms and they could hardly sit on the floor. With the help of volunteers, we built two more classes and latrines, which they did not have. This has improved the access of children to primary and has given jobs to two more teachers.

Tewa girls feel the nursery school as theirs, and between them they had saved something and decided to make a few cakes at the school to take to the children with the idea of celebrating on that day the birthday of all of them, because in general these children do not celebrate birthdays. It was a great day as everyone ate and then they organized all kinds of games.

On the same day a group of 17 students and 2 teachers cleaned thoroughly the classes and latrines.

With all the activities we have managed to reach 215 beneficiaries.