



UNITED REPUBLIC OF TANZANIA
MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY
MZUMBE UNIVERSITY



Higher Education for Economic Transformation (HEET)

NEWSLETTER

FIRST EDITION

"Tujifunze kwa Maendeleo ya Watu"

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MESSAGE FROM THE VICE CHANCELLOR



PROF. WILLIAM J. MWEGOHA
Vice Chancellor

Welcome to the first edition of Mzumbe University Higher Education for Economic Transformation (HEET) newsletter. Mzumbe University (MU) is a Public University that operates under the Ministry of Education, Science and Technology (MoEST).

Over the years, Mzumbe University has built a reputation of being a training hub in Public Administration, Management, Governance and Ethics, Business Administration, Accounting and Finance, Entrepreneurship Development, Economics and Project Management, Production and Operations Management, ICT, Law and Administration of Justice, Health Systems Management, Monitoring and Evaluation, Mathematics and Applied Statistics, Education and Languages and Gender and Development Studies.

Currently, the University has three campuses: the Main Campus in Morogoro, Dar es Salaam Campus College in Dar es Salaam and Mbeya Campus College in Mbeya.

Mzumbe University is implementing HEET project which is worth total amount **21 million USD** equivalent to **49 billion TZS**.

Through HEET Project, Mzumbe is expected to improve infrastructure at the Main Campus and the newly established campus college to be built at Mkinga District in Tanga region. Additionally, the University has embarked into major reforms in areas like e-learning, multi-media, curriculum development and review, promoting applied research and innovation capacity, building functional linkages with private sector/ industry, selecting and customizing suitable learning platforms and relevant digital technology applications.

Further, the University is also in the process of upgrading the ICT infrastructure, equipment and services, and building capacity of academic staff and University leadership in all relevant areas to the University's focus.

I encourage you to read this edition of our newsletter as you may find it enriching and informative, outlining how the Mzumbe University places herself to reach the goals of this prestigious project.

MESSAGE FROM THE HEET PROJECT COORDINATOR



PROF. ELIZA MWAKASANGULA

► Acting Deputy Vice Chancellor - Academic, Research & Consultancy | HEET Project Coordinator

Mzumbe University is one of the academic institutions in Tanzania that produces graduates in different disciplines. In order to cope with the current labor market, Mzumbe University has been developing and reviewing its curricula to meet the labour market needs. Currently, Mzumbe University is implementing a project named Higher Education for Economic Transformation (HEET), one of whose focus is to update contents and mainstream innovative curricula practices.

Strategically, the project aims at improving the teaching and learning environment which is expected to bolster the quality of services rendered to key stakeholders, mainly students.

On one hand, we are reviewing and developing new curricula that will address the needs of time and produce graduates that will suit the current labour market.

The process of developing and reviewing our curricula considers gender and climate change issues, advancement in information and communication technology and internationalisation matters.

On the other hand, the implementation of HEET Project at Mzumbe University aims at improving infrastructure development at the Main campus, promoting applied research and innovation capacity, building functional linkages with private sector/industrial area and strengthening the use of digital technology.

The project also involves establishment of a new campus in Tanga region, Mkinga district at Pangarawe village and expanding Mzumbe University Main Campus to Maekani area.

In addition, the project facilitates capacity building of academic and administrative staff, addressing cross cutting issues such as gender, grievances, special needs and climate change.

MESSAGE FROM THE DEPUTY HEET PROJECT COORDINATOR

PROF. HAWA PETRO TUNDUI

► Deputy HEET Project Coordinator



The HEET project is a five-year venture that aims to strengthen teaching and learning environment and labour market alignment of priority programmes, while enhancing the delivery of knowledge to produce graduates who meet the demand and standards of the current and future labour market.

Under the HEET project, a total amount of funds set aside for Mzumbe University is **USD 21,000,000 (TZS 49,350,000,000.00)** of which **USD 16,465,441.28 (TZS 38,693,787,008.00)** is being used for improvement of physical infrastructure. A total of **USD 9,420,931.34 (TZS 22,139,188,649.00)** has been budgeted to that effect.

Also, under the HEET Project, Mzumbe University is in the process of establishing a new State-of-the-art Campus in Tanga region, of which a total of **USD 7,044,509.94 (TZS 16,554,598,359.00)** has been set aside for construction of new infrastructure at Tanga Campus.

Other Strategic areas for the HEET project at Mzumbe University as indicated in the approved University Strategic Investment Plan (USIP) include upgrading the learning resources and facilities, upgrading curriculum and introducing innovative pedagogical methodologies, promoting applied research

and innovation, building functional linkages with the industry, strengthening the use of digital technology and capacity building to both academic and administrative staff.

In terms of upgrading curriculum and introducing Innovative pedagogical methodologies, Mzumbe University under HEET project conducted a tracer study for all the priority programmes that needed to be reviewed to determine its relevance to the labor market. But also the University conducted needs assessment for the new programmes to be developed.

The University's curricula to be reviewed under facilitation of the HEET project are Bachelor of Accounting and Finance, Bachelor in Business Administration, Bachelor in Procurement and Supply Chain Management, Bachelor in Local Government Management, Master of Health Systems Management, Master of Science in Health Monitoring and Evaluation, Bachelor of Science with Education (Mathematics and ICT) and Bachelor of Laws.

Mzumbe University is also working to introduce new programmes in the areas of Digital Financing, ICT and Laws, Entrepreneurship, Agribusiness and Environmental Conservation and Tourism.

Building functional linkages with Private and Public sector is another crucial area implemented by Mzumbe University under the HEET project. One of the key achievements in this area is the establish Industrial Advisory Committee (IAC) which was launched by the Minister for Investment, Industry and Trade **Hon. Dr. Ashatu Kijaji** in April 2023. The role of IAC is to ensure engagement of relevant professionals in the design and delivery of priority programmes, align with the market needs.

In strengthening the use of digital technology, deliberate efforts have been made to upgrade infrastructure at the MU Main Campus and its Campuses in Mbeya and Tegeta - Dar es Salaam. MU has upgraded online learning platforms; including the acquisition of digital tools and technology for e-learning and teaching resources.

The capacity building portfolio is aimed at training academic staff at Postgraduate levels. The Project is currently supporting seven (7)

seven (7) staff members and eight (8) staff members for PhD and Masters degree respectively

The HEET project also integrates activities to address inclusivity such as gender issues and people with special needs. Several trainings have been done to create awareness on gender and special education so as to handle students with special needs and eliminate all forms of gender biases among them. Besides, students with special needs have been provided with different facilities to assist in their learning process.

The implementation of HEET project at Mzumbe University is expected to bring substantial impact on two main parts. First, upon completion of the HEET sub-activities, teaching and learning environment is expected to be improved immensely in terms of the newly constructed physical infrastructure; hence, providing space for high number of students enrollment. Second, the improvement of curricula and learning facilities, will facilitate the University capacity to produce graduates whose skills reflect the market demand.

MZUMBE UNIVERSITY LAND USE THREE D ARCHITECT BRIEFS FOR CONSTRUCTION AND REHABILITATION OF INFRASTRUCTURES



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MZUMBE UNIVERSITY STAFF CAPACITATED ON CURRICULA REVIEW AND DEVELOPMENT

The 21st century labour market needs graduates who can enable organisations to achieve their objectives. Universities are entrusted to nurture graduates with attributes needed. As such, universities must develop and review their curricula to produce the desirable graduates. Indeed, the review and development of curricula that suit the labour market is vital for the survival of academic institutions. An academic institution that fails to review or develop curricula as per market needs is likely to produce graduates who will always lack that competitive edge.

Mzumbe University is one of the higher learning institutions in Tanzania that has built its reputation in diverse disciplines, mainly in management, business, economics, law, education, environment, Finance, Accounting, Procurement, Language and Information Studies. The University has been developing and reviewing its curricula to meet the labour market needs from time to time. The University is currently implementing a project named Higher Education for Economic Transformation (HEET), whose aim, among others, is to enhance teaching and learning environment, improve the quality of programmes, increase enrolment and improve employability of graduates. Towards this direction, the HEET project is supporting the University's initiatives to develop and review its curricula, as a paramount component.

A series of capacity building workshops and training have been implemented to enable

the curricula review and development actors to produce the desirable output. In one of the trainings, Prof. Eliza Mwakasangula who is the Acting Deputy Vice Chancellor – Academic Research and Consultancy (Ag. DVC - ARC) and the Coordinator of the HEET Project at Mzumbe University's pointed out that Mzumbe University focus is to build the capacity of its staff to develop and review programmes in line with the standards set by Tanzania Commission for Universities (TCU) and Mzumbe University Guidelines for Developing and Reviewing Curricula of 2022.

Further, Prof. Mwakasangula emphasised on the importance of identify and engage all the key stakeholders in the process of reviewing and developing curricula. The aim is to ensure that diverse requirements and attributes of graduates are addressed in the reviewed and new programmes. Prof. Eliza Mwakasangula also reiterated her anticipation that the reviewed curricula should be able to attract many applicants into Mzumbe University programmes; hence, increasing enrollment, in line with the University's Strategic goals.

The Mzumbe University HEET Coordinator for Introducing Innovative Teaching Methodologies, Dr. Joseph Sungau cautioned on the need to take into account key aspects during the review and development of curricula, including gender, climate change issues, advancement of ICT and Internationalisation.

HEET PROJECT TO CAPACITATE MZUMBE STAFF IN LONG AND SHORT COURSE TRAININGS



The HEET Project's objectives among other is to capacitate staff on the national priority areas so that they can contribute effectively to knowledge and skills of students and different cadres of leaders in public and private sectors.

Over the entire HEET project life cycle, Mzumbe University embarks on capacity building to a total of 5 Masters and 5 PhDs. The HEET project supports training areas of Human Resource Management, Accounting and Auditing, Law, Information, Communication, Technology and Management Applied Statistics, Records and Archive Management and Library and Information Management.

In addition, 20 staff members have been scheduled for capacity development in professional courses. Such trainings focus on Innovative and Ethical Leadership, Transformative Leadership, Cooperate and Talent Governance, Financial Management (for non-financial managers), Quality Assurance, Change Management, Emotional Intelligence, Project Management, Human Capital Management, Customer Care, Public Relations, Managerial Economics, Strategic Management and Applications of Digital Technologies.

The University is currently implementing strategic short-term training in the areas of pedagogy, quality assurance, curriculum development and review, coaching and mentorship; and leadership and Governance. A total of 15 staff members had been sponsored for long courses. These include seven (7) PhD and Eight (8) Masters. Further,

seventy seven (77) staff have been sponsored for professional courses, fifteen (15) of whom were trained on digital and studio technologies. The training beneficiaries are expected to play vital role in the development of online/blended programmes.

These staff members have already started on-the-job training for academic staff to prepare the course content for blended programmes. In addition, seven (7) staff members have been capacitated on special needs in order to lead the University initiatives to identify students with special needs across campuses and the procurement of equipment to support needy students. A total of ninety eight (98) students with special needs (54 male and 44 female) have been identified. Such students include 51 first year students, 21 second year students and 26 third year students for the academic year 2023/24.

Campus-wise data show that 55 beneficiaries are at the Main Campus, 17 at Mbeya Campus College and 26 at Dar es Salaam Campus College. Further, the project has managed to train more than fifty staff members on curriculum development and review, and are now engaged fully in reviewing more than 15 programmes and developing other 7 new programmes. One beneficiary from the School of Public Administration and Management attests:

"This training on curriculum review and development has widened my knowledge. Apart from gaining general knowledge on reviewing and developing curricula, I have also learned how to develop course outlines for different academic levels by using Bloom's taxonomy".

MZUMBE UNIVERSITY STAFF TRAINED ON THE INTELLECTUAL PROPERTY MANAGEMENT AND PATENT SEARCH

While it is widely understood that teaching, research and Consultancy services are three pillars of any university, research is an important pillar to enhance the quality of the other two. The research outputs are used to inform teaching and learning activities as well as advisory services. Active participation in research guarantees that the academic staff are up to date. Students' capacity towards creating new Knowledge and Innovations that can address challenges in the society is enhanced through engagement in research projects both at the undergraduate and postgraduate levels.

Applied research and innovation are important means for providing solutions and innovative technologies to address everyday socio-economic challenges that retard development and the overall well-being of the country and the world at large. Attaining any meaningful breakthrough in socio-economic development entails developing the requisite research and innovative capacities. Mzumbe University through HEET project aims to position itself along the research and innovation value chains to be able to supply and use research outputs and innovations in order to propel the country's economic prosperity.

Through the HEET Project, among other things, MU intends to fund research and innovation activities with high societal impacts; and improve access and use of research outputs by pertinent stakeholders. To attain these outcomes, the HEET project has trained sixteen (16) academic staff on the Intellectual Property (IP) Management and Patent Search. The training was facilitated by the experts from the Tanzania Commission for Science and Technology (COSTECH).

During the training, the trainees were equipped with skills on establishment and operationalisation of innovation intermediaries that will help in managing [IP assets] intangible products including their research and dissertations. It was emphasised that intellect is the product of human creativity and innovation. Trainees were urged to make sure that their professional ideas (both in academic and managerial measures) are translated into valuable products/services.

For the self-developed ideas, it was emphasized during the workshop that the inventors must make sure that they possess the legal granted ownership rights and access to both moral and economic rights as well as the rights to distribute to other parts in need. The procedures on the protection of trademarks can be obtained from the Business Registrations and Licensing Agency (BRELA) in accordance with either Tanzania Mainland laws or Tanzania - Zanzibar laws.

In the case of academic writing, the expression of ideas or thoughts is registered at the association called the Copyright Society of Tanzania (COSOTA). Other international protection agencies such as World Intellectual Property Organization (WIPO) and the African Regional Intellectual Property (ARIPO) were also emphasised.

The trainer demonstrated that there is a direct link between innovation, economic growth and productivity. However, this goal is not successfully achieved in most of the research and academics institutions because they miss an opportunity to commercialise their products to benefit the economy and society at large. Consequently, participants were emphasised on the need to commercialise their innovative works and ideas through acquiring IP assets to transfer the benefits to society. Commercialisation may succeed through technology transfer, equity, royalties, spin-offs and start-up.

It was advised that universities and research organisations must have well-equipped Technology Transfer Offices (TTO). The main objective of the TTO is to innovate, incubate and promote useful ideas that might be turned into products. In a nutshell, the TTO is an important tool to facilitate the transfer of institution-based creations into new products and services for public use and benefit.

The best return on investment in research and development can also be realised when a TTO is well designed and functioning. Through the TTO, the University can generate new research and development (R&D) funding support and consultation opportunities. Finally, TTO can actively facilitate entrepreneurship and foster the formation of start-up companies.

PROF. MDOE VISITS MU TO EMPHASISE THE SPEEDY OF HEET PROJECT IMPLEMENTATION



The Deputy Permanent - Secretary for the Ministry of Education, Science, and Technology, **Prof. James E. Mdoe** has visited Mzumbe University on September 04, 2023, with the aim of following up on implementation progress of the HEET project and other development projects.

Speaking to the Mzumbe University Management after receiving a progress report from the Vice Chancellor, Prof. William J. Mwegoha, Prof. Mdoe emphasised the importance of collaboration in overseeing the projects implementation. He also said that the main goal is to elevate academic statistics, interm of ensuring an increase in the number of students from undergraduate to postgraduate levels to bring about positive results, and also to broaden the scope of research and publications.

"Institutions of higher learning cannot be distinguished from other educational institutions if they are not involved in research and publications. I commend you for the steps you are taking in this area of research and publications, and I urge you to continue moving forward". He said.

During the visit, **Prof. Mdoe** paid a campus visit to witness the ongoing development projects being implemented by Mzumbe University, including the construction of a new administration building, the

Surgical Services building at the University Health Centre and the Gender Desk and Inclusive Services Office (Special Needs).

On a special note, **Prof. Mdoe** emphasised the need for speedy implementation of the Project activities which aims at improving teaching and learning services, building the capacity of higher education staff to keep up with the pace of technological changes and construction of infrastructure for Main Campus including the new campus in Tanga.



Prof. Mdoe (second from the left) visited MU Special Needs Office



Prof. Mdoe in a group photo with MU Management Members

HEET PROJECT SUPPORTS THE CONSTRUCTION OF NEW INFRASTRUCTURE AT MAIN CAMPUS



Mzumbe University has signed a contract with Y & P Architects company on 10th October 2023 at Main Campus Morogoro, for the aim of provision of professional consultancy services for the design and supervision of new infrastructure at the Mzumbe University Main Campus under the HEET project.

Speaking at the event, the Vice Chancellor of Mzumbe University, Prof. William J. Mwegoha, commended Y & P Architects company for securing the opportunity to work with Mzumbe University. He urged the firm to execute its duties with professionalism, emphasising the quality and adherence to timelines.



The Mzumbe University Vice Chancellor, Prof. William J. Mwegoha (right) exchanging contract documents with Managing Director of Y & P Architect, Arch. Yasin Mringo (left)

On her part, the HEET Project Coordinator, Prof. Eliza Mwakasangula, stated that, this step is important for successful completion of the HEET project in line with its objectives.



PROF. ELIZA MWAKASANGULA
Mzumbe University HEET Project Coordinator

Furthermore, Mr. Leonard Prosper, the then HEET Project Infrastructure Coordinator, outlined some of the areas that Y & P Architects company will be engaged in this contract. The consultancy firm was required to submit a work report for review by the Mzumbe University Management Committee to confirm the quality and timeliness, thus paving the way for the tendering process and commencement of construction.



QS. LEONARD PROSPER
Former HEET Project Coordinator - Infrastructure

Speaking at the contract signing ceremony, Architect Yasin Mringo, the Managing Director of Y & P Architects company, thanked Mzumbe University for the opportunity and assured of their commitment to delivering their responsibilities with professionalism, quality and efficiency.

Prof. Allen Mushi, the Deputy Vice-Chancellor of Mzumbe University responsible for Planning, Finance, and Administration, expressed his gratitude and emphasized on the management's eagerness to see the initial steps completed timely to allow commencement of construction work."



Mzumbe University Vice Chancellor (right) and Y & P Architects Executive Director (left) posing for a photo with copies of the contract



A group photo of Mzumbe University Management and Y & P Architects Executive Director (seated, second from the left)

PROPOSED BUILDINGS AT MZUMBE UNIVERSITY MAIN CAMPUS

PROPOSED CAFETERIA BUILDING TO BE BUILT AT MZUMBE UNIVERSITY IN MOROGORO .



PROPOSED ACADEMIC COMPLEX BUILDING TO BE BUILT AT MZUMBE UNIVERSITY IN MOROGORO.



PROPOSED DIRECTORATE OF ICT & INNOVATION INCUBATION CENTRE BUILDING TO BE BUILT AT MZUMBE UNIVERSITY IN MOROGORO



PROPOSED ACADEMIC COMPLEX BUILDING TO BE BUILT AT MZUMBE UNIVERSITY IN MOROGORO.



MZUMBE RECEIVES A NEW VEHICLE TO FACILITATE HEET PROJECT ACTIVITIES

Mzumbe University, under the HEET Project received one Toyota Land Cruiser Double Cabin to facilitate the implementation of project activities. The vehicle will be used for the overall monitoring the construction of the new campus in Tanga and the improvement and construction of new infrastructure at the Main Campus in Morogoro.

The Vice Chancellor of Mzumbe University, Prof. William J. Mwegoha received the vehicle, marking a significant step in the progress of the project.



Mzumbe University Vice Chancellor, Prof. William J. Mwegoha delivers a speech during the event of receiving the HEET project vehicle

Prof. Mwegoha thanked the Ministry of Education, Science and Technology and the Government at large for the inclusion of Mzumbe University in HEET project.

Speaking at the event, Mzumbe University HEET project Coordinator, Prof. Eliza Mwakasangula stated that the vehicle will help to accelerate the implementation of the HEET project by enabling staff to reach the working areas on time and deliver essential services.



Mzumbe University HEET Project Coordinator and Ag. DVC -ARC, Prof. Eliza Mwakasangula explaining how the car will be useful in implementing HEET project

Deputy Coordinator of HEET Project at Mzumbe University, Dr. Hawa Tundui said the vehicle will facilitate smooth building of infrastructure at Mkinga in Tanga region.



Mzumbe University Deputy HEET Project Coordinator Dr. Hawa Tundui expresses her joy and appreciate for the vehicle

Deputy Vice Chancellor responsible for Planning, Finance, and Administration, Prof. Allen Mushi, emphasised the need for proper use and maintenance of the vehicle to ensure its longevity. Additionally, he mentioned that Mzumbe University, through the HEET project, expects to receive another vehicle early next year to further enhance the project's implementation speed.



A view of the received HEET Project Vehicle



A group photo of MU Management team after receiving the HEET Project Vehicle

PROJECT OUTCOMES ON DIFFERENT OUTREACH ACTIVITIES

One of the specific objectives under the HEET project is to promote applied research and innovation capacity. To achieve this, the project aims to improve the accessibility and utilisation of research outputs by relevant stakeholders. To subject this goal into action, Mzumbe University formulated the Community Engagement and Outreach Policy in 2022. This policy seeks to encourage association between Mzumbe University and the local community, with a focus on providing services that elevate the livelihoods of the surrounding communities through demand-driven activities. Simultaneously, the policy aims to enhance the institutional image of Mzumbe University. Different units at Mzumbe University participated in this project on specific outreach activities so as to ensure the aim of this project is achieved.

Outreach Training for Members of Ward Tribunals in Mvomero District

The Faculty of Law (FoL) at Mzumbe University, through the Department of Public Law, received the grant under HEET Project for disseminating research results. The team from FoL conducted a series of trainings to members of six (6) selected ward tribunals in Mvomero District in view of equipping them with primary knowledge of the law, their mandate, rules of natural justice and principles of mediation in alternative dispute settlement.

Ward tribunal members were offered training sessions to enhance their knowledge on handling legal matters, update their understanding of statutory provisions, and learn about alternative dispute resolution mechanisms like mediation, thereby reducing delays in dispute resolution. Also, the training updated ward tribunal members on legal positions, social harmony and economic growth. This was also enhance their capacity to use alternative dispute resolution mechanisms, particularly mediation for expeditious resolution.

Outreach Training on Health Insurance and Health Care Utilisation Puzzle in Mvomero District

The Faculty of Social Sciences via Department of Economics conducted training to the community on the importance of subscribing to health insurance in Mvomero district, Morogoro region. The activity was carried out following research on health insurance and healthcare utilisation puzzle in Tanzania. The aim was to educate the Mvomero community on factors to consider when joining health insurance and its implications on health care among households in Tanzania.



MU HEET project team, FSS staff members and Mzumbe ward representatives on a group photo during the training on health insurance and health care utilisation

The community was informed that the value of health insurance as:

- i. Health insurance encourages households to use healthcare services; individuals with insurance are more likely to seek medical attention when needed, leading to improved access to healthcare services.
- ii. Health insurance provides financial protection by covering or subsidising healthcare costs, making individuals more willing to seek timely and necessary healthcare without fear of substantial out-of-pocket costs.
- iii. Health insurance diminishes catastrophic payments, promotes improved health-seeking behaviors, and enhances overall healthcare utilisation.



Dr. Felister Tibamanya explains on the importance of health insurance and its effectiveness toward community development



Mr. Augustine Tile emphasises on the importances of health insurance and its effectiveness toward community development

The community also was informed about challenges pertaining to health insurance as follows:

- i. Health insurance costs can be a barrier for some individuals, especially if the premiums are high.
- ii. Healthcare service shortages, such as providers, equipment and infrastructure can limit access to healthcare services even for those who are accessed to health insurance.
- iii. There might be restriction to access some certain levels of medical care, especially for those requiring long-term or expensive treatments.



A Mzumbe University Health Centre Phamasiat, Mr. Frank Milanzi explains on the procedures of getting and how to use Health Insurance

The following are different solutions for these challenges recommended by the team:

- i. The government should increase investment in healthcare infrastructure, particularly in rural areas, this includes constructing healthcare facilities close to residents, especially for women who sometimes give birth at home or seek local healers due to remote health facilities;
- ii. Regular health campaigns should be conducted to promote regular healthcare visits, especially among households in rural and urban areas;
- iii. The government should also invest in health funds and provide subsidies for healthcare provision;
- iv. Provision of education and awareness on the use of health insurance; and
- v. Costs in healthcare provision should be reduced, and health insurance infrastructure should be improved.

Outreach Training on Cooking Energy Choice and Poverty Reduction among Household in Mvomero District

The team from the Department of Economics at shared knowledge and insights about factors influencing cooking energy choices and their implications on poverty reduction among Tanzanian households. This outreach training aimed to provide awareness to the local community in Mvomero district (Changarawe village) on cooking energy types, decision-making, benefits, gender considerations and its impact on poverty.

The community was informed that access to clean, renewable, and environmentally friendly cooking energy is crucial for improving household welfare, health, poverty reduction, environmental sustainability, and gender empowerment.



MU HEET Project team, FSS staff members and Mzumbe ward representatives on a group photo during the training on cooking energy choice and poverty reduction among household

Moreover, Changarawe community was informed that cooking energy choice is among the important determinants of household welfare, poverty reduction and minimizing environmental negative effect.

The discussion with Changarawe community resulted to several agreed recommendations as follows:

- i. The Government could offer tax incentives or grants to small businesses to create employment opportunities and boost household incomes.
- ii. It is important to invest in agriculture infrastructure, such as irrigation systems in order to improve yields and increase farmers' incomes; this would reduce poverty and increase households' preference for clean energy.
- iii. The Government should promote renewable energy sources like solar, wind, and hydropower to reduce dependence on non-renewable sources;
- iv. There should be subsidies for solar panel purchases and installation.
- v. Investment in renewable energy infrastructure, such as wind turbines and hydropower plants, could create employment and reduce costs.

- vi. Policies promoting clean energy use in public institutions like schools and hospitals could serve as a model for households.
- vii. Education campaigns could be launched to inform households about the benefits of clean energy, health risks, and environmental impact.
- viii. The government could collaborate with NGOs and the private sector to provide training and education on renewable energy sources.
- ix. More trainings should be conducted at the Street or Village level as they have significant impact.



Training on Packaging and Storing of Grapes at Mpunguzi Village in Dodoma Urban District

Mzumbe University through the School of Business (SoB), Department of Procurement and Logistics management, carried out a training on packaging and storing of grapes in the grapes value chain, to the grape farmers, traders, community leaders, and agricultural extension officers at Mpunguzi village, in Dodoma region.

This training was done after realising through research that the big problem in grapes value chain is a lack of knowledge on the logistics services particularly in the packaging and storing of grapes which results to loss of grapes value and cause low productivity, high operation cost, fetching low prices; hence, a decrease of household income. The rationale of the training was to increase sustainable value in the grapes value chain, household incomes and to adapt and build resilience in logistics services.



MU HEET Project team, SoB staff members and Mpunguzi village representatives on a group photo during the training on packaging and storing of grapes

The training participants were reminded to preserve the environment when they are packaging, they were told that it is better to use packaging materials which can be recycled, reused or can decay easily when dumped in order to conserve the environment.

Generally, the training created awareness on logistics services on proper packaging and storing in grapes value chain to the grape's farmers, grapes traders, grapes farmers extension officers and community leaders. After that training, it hoped that members had gained knowledge on of the following:

- i. Reduction of operation cost;
- ii. Reduction of loss of value of grapes;
- iii. Increase of grapes productivity and good price;
- iv. Increase household income; and
- v. Increase the number of participants in grapes production.

Outreach Training on Women's Land Tenure Influence on Food Security in Matumbulu Ward, Dodoma City, Tanzania

Mzumbe University team conducted a training at Matumbulu ward Dodoma which aimed to raise awareness about land tenure determinants among women in Dodoma City and its impact on food security.

Specifically it aimed to educate stakeholders (Mtaa Executive Officers, Mtaa chairs, Ward Executive Officers, socio - economic group representatives, and City Council of Dodoma representatives) about land access, ownership, and control, and emphasising that secure land tenure extends beyond access. The training succeeded to raise awareness on the following matters:

- i. Enhancing the understanding and awareness among community members, leaders and stakeholders about the critical link between women's land rights and food security and understanding whether women's land tenure has an effect on food security in particular, thus helping to clear the ambiguous relationship that exists in theoretical literature between land access and food security.
- ii. Stakeholders understood the differences between land access, ownership and control, and knowing that securing land tenure goes far beyond just having access to it.
- iii. Securing land tenure for women can increase productivity, reduce poverty, and empower women by allowing them to access credit and financial services more easily, and this leads to greater economic independence and entrepreneurship.

Lastly, the training recommended for policymakers to enhance women's land rights and food security in the region.

MZUMBE UNIVERSITY MANAGEMENT CAPACITATED ON GRIEVANCE MANAGEMENT PROCEDURES



A group photo of Mzumbe University Management Members with Facilitators during the Workshop on Grievance Management Procedures under HEET Project

Mzumbe University conducted a workshop funded by the HEET project and its main focus was on Grievance Management Procedures (GRM) and sensitization on gender issues and sexual harassment.



PROF. WILLIAM MwegoHA

Officiating the Workshop on Grievance Management Procedures

The workshop was officiated by the Vice Chancellor, Prof. William J. Mwegoha. During his remark, Prof. Mwegoha explained that the implementation of the HEET project may have to generate negative environmental and social impacts. Therefore, the environment protection and gender sensitization activities intend to reduce/mitigate the negative impacts to the stakeholders and environment. The objective of GRM was to address disputes at the earliest possible time, in the interest of all parties concerned.

Further, this was expected to reduce the possibilities that such matters may be referred to the Ministry or a tribunal/court for resolution.

The Vice Chancellor highlighted his expectation of fruitful discussion on E&S activities, gender and sexual harassment and grievance management procedures at Mzumbe University. The Vice Chancellor also expressed his wishes that the workshop should lead towards practical agreement on achieving the project's targets in this area.

The workshop was facilitated by Keynote Speaker, Dr. Nicholas Mwageni, the Head of Disaster Management Training from the School of Engineering and Environmental Studies at Ardhi University (ARU). He is also the National HEET Facilitator (at the Ministry level) on Environment and Social (E&S) component and the HEET Environmental Developmental Specialist at ARU. Dr. Mwageni explained ten Environmental and Social Standards (ESS) that the World Bank requires institutions to follow during the implementation of the projects.

Further, he presented a topic on the procedures to receive and address grievances that emanate from the implementation of the project.



Flora Fabian, a Professor of Biomedical Sciences (Embryology, Cell Biology & Histology and Human anatomy) made a presentation on gender and social harassment, insisting on the importance of taking seriously all gender and sexual harassment issues during project implementation.

Her sessions were followed by a presentation on E&S report and GRM procedures, by Dr. Editha Ndunguru and Dr. Christina Shitima, respectively. Dr. Perpetua Kalimasi offered a remark on the status of gender and sexual harassment at the University.



MZUMBE UNIVERSITY TO UPGRADE LEARNING RESOURCES AND EQUIPMENT UNDER HEET PROJECT



Enhancing learning resources at Mzumbe University (MU) is well aligned to Mzumbe University's 5th Corporate Strategic Plan (2021/22-2025/2026) on improving teaching and learning environment (Key Result Area A). As stipulated in the Plan, the University aims to: 1.2: Improve infrastructure and facilities for teaching and learning (KRA A1.2), Improve learning and ICT services (KRA A1.3), Acquire and deploy requisite smart technologies for effective learning and teaching for both students and staff by June 2022 (KRA A1.3.4). All these articulated MU CSP targets are implemented under the support of HEET Project.

Under target 7.1.b which ensures availability and accessibility of learning resources, the University plans to support the establishment of an Integrated Electronic Library (e-Library) System and Services (IESS). The Project will acquire necessary ICT infrastructure and software for running IESS to allow students and staff to access MU library learning resources from anywhere and anytime. The Project also will support the acquisition of both print and e-resources for

academic purposes especially for the newly established programmes. The emphasis is on acquisition of electronic resources which can be shared easily across all MU students within and beyond borders of the campuses.

Moreover, the University aims at leveraging from the existence of Open Education Resources (EOR) across the globe by creating awareness to both academic staff and students, formulating policy documents that envision the OER deployment, as well as building capacity to academic staff, librarians and students on OER. Likewise, the project will be conducting content creation sessions for the newly developed programmes. Also, the University will progressively be monitoring and evaluating the utilisation of the procured resources. Specifically, the existing Library Management Information System (LMIS) will be upgraded with more modules to meet the demands from user departments.

On the other hand, the HEET Project, in this area, will support the acquisition and deployment of requisite modern audio-visual (smart) technologies for effective learning

and teaching. The technologies will be deployed in the newly constructed classrooms, lecture halls as well as big lecture theatres. The emphasis is on the integration of ICTs in teaching and learning. The Project will also support digital content processing by establishing a State-of-the-Art Multimedia Centre. Further, the project will recruit one Instruction Designer (ID) as well as upgrading the existing technical staff to work with academic staff in utilising the Multimedia Centre to create quality teaching and learning content for the current and newly developed programmes. Also, the ID in collaboration with other stakeholders will be an instrumental in building the capacity of academic staff in areas of blended, online and micro-learning as stipulated in area 5C.

Furthermore, the project aims to acquire and deploy relevant infrastructure for students and staff with special needs. The budget is set to procure necessary tools and equipment as well as hiring expert who will be advising on tools and equipment as well as environmental requirements for people with special needs including software design.

The University will make efforts to work with other higher learning institutions in coordinating the customisation of LMS packages and plug-ins by utilising expertise accumulated by other academic institutions including the Open University of Tanzania (OUT) in order to build online teaching and learning capacities.

HEET PROJECT HAS IMPROVED MU COMPUTER LABORATORIES



MU DCC Staff receiving computers from HEET project



New desktop computers installed in the computer laboratory at DCC



New desk top computers installed in Computer Laboratory at MU Main Campus Morogoro



HEET PROJECT STRENGTHENING THE DIGITAL TECHNOLOGY AT MZUMBE UNIVERSITY

The HEET project is dedicated to improve the use of digital technology at Mzumbe University. Such improvements are in the following areas:

- Developing online learning platforms and digital technology applications (selecting and customising Moodle based learning platforms)
- Establishing and/or upgrading the state-of-the-art ICT infrastructure, equipment and services
- Capacity building in the development of online and ODL learning and pedagogy



MU Library Staff Members Trained on Requirement Specification towards Development of an Intergrated Digital Library Infrastructure Under HEET Project

Developing online learning platforms and digital technology applications (including selecting and customising Moodle based learning platforms)

The HEET Project focuses on effective deployment and application of digital tools in teaching and learning processes as well as administrative services. Specifically, the component ensures the University's academic, administrative and support services are digitally delivered and enhanced. This involves an alignment of relevant pedagogical requirements for specific courses with effective and transformed academic delivery.

Specifically, the project will acquire course design and authoring software and tools for online teaching and learning. The current Moodle (<https://elearning.mzumbe.ac.tz>), used for blended learning courses of which the majority of Mzumbe lecturers and students are using will be costomized and enhanced by integrating with other systems including

the Mzumbe University Academic Records Management System (**MU-ARMS**) to share course assessments that are performed in the Moodle system. Likewise, relevant plug-ins including security, analytical and plagiarism tools will be deployed. To ensure quality e-content is created, the project will also procure and deploy authoring tools including Articulate Storyline.

Likewise, the project seeks to acquire and deploy other platforms for improving delivery of academic services delivery. Such tools include developing platform for managing research projects, research supervision and student placement, certificate verification and final year students' clearance, modules in MU-ARM (<https://arms.mzumbe.ac.tz>), as well as integrating core University academic and administrative systems. Further, the MU Institutional Repository (<https://scholar.mzumbe.ac.tz>)

that is used to publish and communicate the University scholarly outputs of students and academic staff will be upgraded and customized. Likewise, the project aims to improve administrative and support services including the current platform for helpdesk (<https://helpdesk.mzumbe.ac.tz>) to support the increased demand caused by newly created courses.

Further, a single sign-on platform for managing MU short courses as well as a central platform for managing University data under the Directorate of Planning (DP) will be developed and deployed. The inputs for this component include funds to procure, develop and capacitate important stakeholders as well as establishment of relevant guidelines.

The outcome for the mentioned activities and results is to improve University environment academically and administratively. It will also support the running of online/blended/micro learning courses and smooth carrying out of research, consultancy and administrative services of the University.

Establishing and/or upgrading the state-of-the-art ICT infrastructure, equipment and services

The project supports University plans to establish state-of-the-art ICT infrastructure and equipment. In principle, ICT is at the heart of any modern transformation and innovations in all industries especially education sector. Academic institutions across the globe are using ICT infrastructure, systems and equipment to deliver quality learning resources to students anywhere and anytime.

Exclusively, the project aims at improving access to digital online scholarly resources to all students as a means to address the insufficient print books in the University library. So far, the project has procured additional Internet bandwidth, rehabilitated and expanded the local area network (LAN) coverage to all offices, classrooms, students hostel as well as open spaces used by staff and students to teach and learn. Such expansion has been achieved through extending wired and wireless (Wi-fi) hotspots across the University campuses.

The project also support deployment of infrastructure for distance and online teaching and learning and improvement in the provision of quality computers in the laboratories to support practical teaching and learning deployment of video-conferencing services to facilitate teaching and learning as well as administrative services in three university campuses including a newly established Tanga campus is another key focus area of project support.

The availability of support services for learning among students is given a special priority. Particularly, the availability of centralized educational support service, as well as good customer support through MU helpdesk platform is considered. Likewise, the sustainability and service availability, protection and security of data and systems are considered paramount. Also, the existence of redundant storage space stored in a remote location (off-site) to protect University data and platforms is highly taken into consideration.

The successful execution of the project will create an enabling environment for transforming the University into a digital University whereby

teaching, learning and research as well as administrative functions are digitally mediated. Some of the key transformations expected for the project is the deployment of the e-Office and other University systems including the project and research (Area 3) as well as students' field attachments and management systems (Area 4).

Capacity Building in the Development of Online and ODL Learning and Pedagogy



A group photo of HEET Project Coordinators, ICTU Staff and ICT Consultancy during workshop on development of ICT infrastructure at Mzumbe University

The existence of the state-of-the-art infrastructure alone does not guarantee the ability to deliver quality online or blended mode education. It is paramount to ensure both academic and administrative staff are capable of using the available services and tools efficiently.

Therefore, the project is supporting the University to build capacity of the academic staff on delivering online, blended and micro-learning. Currently, MU has two staff with PhD in blended learning, three staff with PhD in e-Learning, and two staff with PhD in micro-learning. Collectively, the University intends to utilize its internal and external capacity to train academic staff who are involved in the development and delivery of the courses offered at the University.

In particular, the training will focus on designing and delivering online, blended and micro-learning courses; instruction and multimedia designing as well as quality assurance for online course delivery mode.

Likewise, the project provides lots of opportunities to improve a digital maturity of the University's administrative and support staff to acquire skills relevant to supporting teaching, learning and research services of the University. It is noted with seriousness that, success and sustainability of the deployed infrastructure and services require the existence of a competent technical team to manage and make use of services, equipment and infrastructure. Hence, the project will also build technical capacity of the technical staff under the ICTU to manage both administrative and academic ICT infrastructures.

In addition, to measure the utilization of skills, infrastructure and equipment; it is vital to monitor and evaluate the general conduct. One of the outcomes of this component is devoted to monitor the way digital and online, blended and micro-learning activities are conducted. Reflection workshop involving students, academic staff, quality assurance and University management will be conducted annually. During the workshop, systems utilization, students feedback as well as quality assurance report will be presented and discussed to improve the situation.

Overall, the outcome of this component will be the improved capacity of MU staff in using the existing infrastructure to deliver quality services to the intended stakeholders.

MZUMBE UNIVERSITY: THE SUITABLE PLACE FOR PEOPLE WITH SPECIAL NEEDS

Gender and inclusive education portfolio under HEET project at Mzumbe University has continued to embrace special needs among students and staff by facilitating the procurement of various adaptive and assistive devices for students and staff with special needs.

Mzumbe University received five (5) motorized chairs for students with physical disabilities, three (3) smart phones for students with hearing and visual impairment, three (3) Laptops for students with hearing and visual impairment, three (3) licenses for magnifiers & Screen readers for students with hearing and visual impairment, three (3) daisy Players for students with visual and hearing impairment, three (3) optical carson for students with visual impairment and three wheelers' motorcycles for students and staff with physical disabilities.



Optical carson, three wheel motorcycle (TVS Bajaji) for students with special needs

To effectively govern and support students and staff with special needs, Mzumbe University. HEET Project has established special needs help desk in all its three campuses in Morogoro, Mbeya and Dar es Salaam. The three help desks are furnished with desktop computers, printers as well as chairs and tables for the staff in charge of the help desks. It is expected that students and staff with special needs will enjoy the good care at Mzumbe University through the support of the helpdesk and the assistive and adaptive devices.



Motorised chairs for students with physical disabilities



Office equipments for staff dealing with students with physical disabilities

The project has also continued to facilitate training on Inclusive education and gender issues. The trained staff (representatives from all Mzumbe University Campuses) will continuously train other staff and students in particular Campuses through the special needs help desks. This type of trainings, aim to ensure that Mzumbe University is transform into a purely inclusive institution.



HEET provides three wheel motorcycle (Bajaji) to a University staff with physical disability.



HEET project provides an Optical Carson to a University student with visual impairment



A group photo of students with special needs, MU staff and HEET Project coordinator in gender and inclusive education area

UPDATING MZUMBE UNIVERSITY CURRICULA AND INTRODUCING INNOVATIVE PEDAGOGICAL METHODOLOGIES

Mzumbe University HEET Project aims to update and develop curriculum and introducing innovative pedagogical methodologies. This is to enable graduates to be job creators rather than job seekers.

The project is supporting the University aims to improve the teaching ability of staff by introducing innovative pedagogies that will enable the facilitators to implement their facilitation role in teaching. To achieve that, the University is conducting a review of the following programmes:

- i. Bachelor of Accounting and Finance
- ii. Bachelor in Business Administration
- iii. Bachelor in Procurement and Supply Chain Management
- iv. Bachelor in Local Government Management
- v. Master of Health Systems Management
- vi. Master of Science in Health Monitoring and Evaluation
- vii. Bachelor of Science with Education (Mathematics and ICT)
- viii. Bachelor of Laws

The project is also supporting introduction of new programmes

- i. Master of Science in Digital Financing
- ii. Master of Science in ICT and Laws
- iii. Certificate and Diploma in Entrepreneurship
- iv. Certificate and Diploma in Agribusiness
- v. Certificate and Diploma in Environmental Conservation and Tourism

Insights from labour market surveys have revealed that university graduates lack soft skills as leading to lack of competitive edge

Hence, the University has established a Centre for Teaching Excellence. The main function of the centre is to train both academic staff and students on softskills among other area and students to operate in 21st century learning environment and competitive skills for labour market.

To produce graduates with the required knowledge and skills, it is important that the University regulates its learning processes. In that regard, the university has a responsibility of strengthening the controlling mechanism and academic units, including to empower the Quality Assurance Unit (QAU). Through HEET project, the university will strengthen the capacity of QAU. QAU staff will be trained on how to monitor the reviewed and developed programmes which are facilitated with current digitalized learning environment.

In today's education systems, all learning groups must be offered opportunities to access University education. Therefore, HEET project is supporting MU to bring equity among learners. For instance, students with disabilities have been provided with facilities to enable them access education like other students. Moreover, MU programmes will be reviewed and/or developed considering gender inclusion. The reviewed and developed programmes will also consider climate change, international and assessment issues.



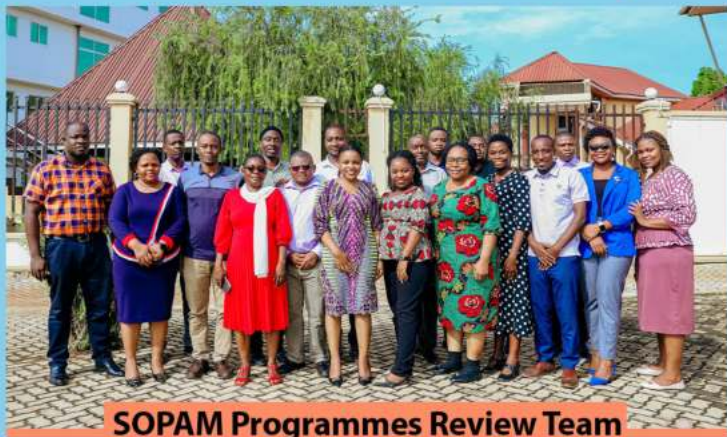
Workshop for Mzumbe University Programmes Review Team



FSS Programmes Review Team



FST Programmes Review Team



SOPAM Programmes Review Team



FoL Programmes Review Team



Prof. William MWegoha
Officiating the Teaching Methodologies & Innovative Pedagogical Workshop



Teaching Methodologies & Innovative Pedagogies Workshop

LAUNCHING OF MZUMBE UNIVERSITY INDUSTRIAL ADVISORY COMMITTEE UNDER HEET PROJECT

Mzumbe University launched the Industrial Advisory Committee (IAC) under the HEET project. The committee was launched by the Minister of Industry, Trade and Investment, **Hon. Dr. Ashatu K. Kijaji**. IAC aims to link Mzumbe University and the industry through various engagements including ensuring that University graduates are labor market relevant.



HON. DR. ASHATU K. KIJAJI

The Guest of Honor on Launching Mzumbe University IAC

Speaking in Dar es Salaam during the launch of the Committee, Dr. Kijaji urged the Committee to collaborate with Mzumbe University to conduct research on the existing higher education curriculum and to enhance the current curriculum to produce competent professionals who can perform well in the labor market.

"You need to sit down and assess where the world is heading and strategize according to the current job market to produce graduates who meet the current and future job market demands," said Dr. Kijaji.

Dr. Kijaji noted that there has been long-standing complaints from employers about many employees lacking qualifications in the job market.

"I held meetings with industry stakeholders, private sector and various institutions and their complaints are about our graduates' lacking qualifications, forcing us to retrain them abroad so as they can be useful in their jobs," Dr. Kijaji emphasized.

She said that the established Committee has the responsibility of conducting assessments to identify the change needed and bring about genuine reforms in the education sector as intended.

On his part, the Vice-Chancellor of Mzumbe University, Prof. William Mwegoha, stated that they are committed to bringing about significant educational reforms through the HEET project by producing professionals with diverse qualifications for the benefit of the nation.

"Through the HEET Project, the University has been allocated 21 million US dollars to implement the project, where 80% of the funds are for infrastructure development and 20% for other activities, including capacity building for academic staff," Prof. Mwegoha said.



PROF. WILLIAM MWEGOHA

The Vice Chancellor of Mzumbe University

He mentioned that the university will introduce innovative teaching methods, improve teaching curricula, and establish partnerships with the industry by having an incubation center to nurture student ideas and innovations, as well as prepare professionals who will work in industries within the country.

The Industry Advisory Committee is part of the implementation of the HEET project with the goal of establishing a strong and sustainable connection between Mzumbe University and the industry to provide advice and share experiences on industrial development."



Industrial Advisory Committee Members

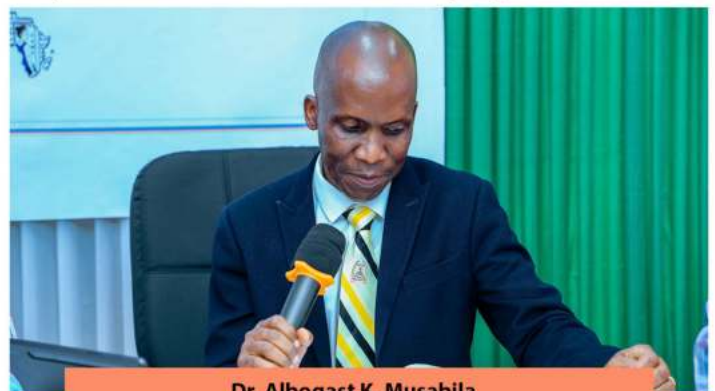
THE 2nd INDUSTRIAL ADVISORY COMMITTEE (IAC) MEETING

In ensuring the goals are achieved and as per the project requirements, an Industrial Advisory Committee including members from within and outside the University has been established and well operating to fulfil its responsibilities.

This step is being fully implemented by Area 4 of the HEET project, which focuses on building relations with the private sector or industries.

During the opening of the meeting, the Chairperson of the Committee, Ms. Jacqueline Woiso, emphasised on accountability and preparation of accurate work reports, while ensuring that the project goals are achieved.

On his part, the project coordinator for the Industrial linkage area of the HEET project, Dr. Albogast Musabila, elaborated on the ongoing responsibilities of the Committee and the implementation of the HEET project in Area 4.



Dr. Albogast K. Musabila
Area 4 HEET Project Coordinator and IAC Secretary

He explained the steps taken to establish partnerships with other institutions, sending staff and students for practical training, and organizing various seminars to enhance the academic capacity of staff and students.

The committee members advised on the need to increase efforts in executing these tasks. They also advised Mzumbe University on the need to seek partnerships with international institutions open up opportunities abroad to promote Mzumbe University.



Ms. Jacqueline Woiso
Chairperson of the Mzumbe University IAC on officiating the meeting

The Deputy Chairperson of the Committee, Mr. Lenin Kazoba, urged the meeting participants to recognize the value of their positions and therefore work harder for the benefit of the institution and nation as a whole.



Mr. Lenin Kazoba
Deputy Chairperson of the Mzumbe University IAC

THE 2ND IAC MEETING PHOTO GALLERY



MZUMBE UNIVERSITY ON PRELIMINARY STAKEHOLDERS' ENGAGEMENT AT MKINGA DISTRICT - TANGA

Mzumbe University has launched Higher Education for Economic Transformation (HEET) Project in Mkinga District, Tanga region. The University secured 300 hectares of land in Gombero Village, Gombero ward Mkinga district, to establish a new campus in STEM and other Competence Based Non-degree programmes. The project is at its initial stages, involving community, stakeholder and awareness on environmental and social impacts. Stakeholders' meetings were conducted between 16th and 18th February to prepare for the project's launch. The engagement is meaningful to the project and for the proposed launch activity. Mkinga district community has been impressed by the information on establishment of Mzumbe University Campus at Mkinga.

Between 26th June – 1st July 2023, eight HEET Project Team Coordinators and one Supporting staff from Mzumbe University conducted the community engagement activity in villages that surround the campus in Mkinga District. The engagement activity aimed to create awareness to the community on the expected benefits and challenges of project implementation.



MU HEET Project Team at Mkinga District Commissioner's Office

The project is likely to generate environmental and social impacts (both positive and negative) at the construction area (site specific) and the surrounding communities. The University is responsible for making sure that matters pertaining to the welfare of the communities surrounding the project are taken into consideration before the commencement of the project and during its implementation. The Mkinga District Commissioner expressed his enthusiasm for the community engagement activity near the proposed campus site. During the meeting, the District Executive Director (DED), the Community Development Officer and Land Officer, pledged the continued support to Mzumbe University during and after the project's implementation.



MU HEET Project Team at Mkinga District Executive Director (DED) Office

The team visited the surrounding wards and held meetings with Ward Development Committees to discuss on community engagement activities. The village level engagement activity aimed to involve diverse groups to address vulnerable people's needs. Participants were categorised into elderly women, persons with disabilities, youth, elderly, famous persons,

religious leaders, political party leaders, and pastoralist community representatives. Discussions were held in parallel sessions, facilitated by two HEET project coordinators for each group. After discussions, all members gathered for a village assembly, chaired by respective village chairpersons. Issues discussed during stakeholder engagement included the needs of vulnerable people. Stakeholder engagement focused on employment opportunities, child labor protection, project security, workplace safety, community safety, and the protection of plant species for medicinal, ritual, and recreational purposes. Priority was given to hiring non - professional workers and food vendors, while ensuring compliance with regulations.

This meeting was attended by other different groups of people like famous people, religious and political parties' leaders, and pastoralist community's representatives. The community called for employment opportunities to be a priority in accordance with government rules and regulations, such as the Tanzania Employment and Labour Relations Act (2004) and Labour Institutions Act. The Tanga Rural Water Supply and Sanitation Authority has been requested to extend water service to the University, making it accessible to surrounding villages.

The meeting argued also for the road network around the Campus to connect the surrounding of Campus, and a shortcut road from the University to Mnyenzani village should be considered. The community requested Mzumbe University and Mkinga District to allocate a marketplace for selling villagers' products, including vegetables, crops, meat, and milk; this will include having the milk collection center and butchery.



Villagers in the Meeting with MU HEET Project Coordinators

Short courses and training be provided to villagers to enhance their efficiency in production and marketing: A water facility for livestock keepers be provided, and a police post and health facility be accessible to the community. They also discussed on matters pertaining to Government intervention on problems like lack inadequate primary and secondary schools, shortage of teachers and dilapidated infrastructure as hinderance in the area.

The discussion with Women groups and called for opportunities to conduct small businesses, such as food vending and fruit selling, and improve their existing businesses. They also discussed house renting during construction, cleaning and washing and increased money circulation in the area. They also highlighted the possibilities for casual laborers and traditional hand-made goods. Women expressed their worries that increased interaction may lead to deterioration of moral values, theft, spread of diseases like HIV/AIDS, unwanted pregnancies, increased teen pregnancies, and sexual abuse.



Dr. Ndunguru Speaks with Women Group at Gombero Ward

The team also attended a group discussion on youths' views and concerns of a project. They highlighted the availability of unskilled laborers, medium-skilled workers, and few skilled workers, such as electrical technicians. They also noted the availability of small petty traders of dry glocers, cooked food etc. These opportunities highlight the need for more education and training to the local workforce.

The challenges faced by the youth include but not limited to fear of outsiders taking their jobs, lack of ownership of National Identity Cards, insufficient health facilities, inadequate water supply, lack of transportation, limited resources for construction, and lack of formal education, leading to lack of sustainable jobs and opportunities. These factors contribute to the challenge youth ability to work and contribute to their communities. Suggestions for improving the construction project include adding a clause that limit contractors to use workforce from nearby villages, providing sufficient time for job availability information, fair treatment disabled individuals in employment providing transportation for villagers and considering

procuring construction materials from nearby communities like hardcore, sand, water and timber.

The discussion in each village also involved providing education to participants on the positive and negative impacts of the project. Some of the positive outcomes identified include the availability of jobs, markets for their agriculture products, housing opportunities, increases in their business as well as increased value of their land. The expected negative outcomes include unwanted pregnancies among young girls; hence, reproductive health education to young girls and community at large.

PHOTO GALLERY OF HEET PROJECT TEAM OUTREACH AT MKINGA DC



ESTABLISHMENT OF THE NEWLY MZUMBE UNIVERSITY TANGA CAMPUS

Mzumbe University, which currently has two campuses (in Dar es Salaam and Mbeya), is in the process of establishing a third campus in Tanga region.

Mzumbe University through the Higher Education for Economic Transformation (HEET) Project, on January 8, 2024, handed over the construction site to the Lead Consultant, **Mekon Arch. Consult Limited** from Dar es Salaam, to commence the infrastructure design.

The event took place in the Mkinga District, Gombero Ward, Pangarawe Village in Tanga region witnessed by then the District Commissioner of Mkinga, **Colonel Maulid Surumbu** (current DC of Tarime), who represented the then Regional Commissioner of Tanga, **Hon. Waziri Kindamba**.

Addressing the residents of Pangarawe Ward, Colonel Surumbu emphasised that the expansion of university infrastructure is evidently vital for advancing education and fostering development in the fields of Science and Technology. He urged the residents of Tanga, particularly those in the Mkinga District, to seize the opportunities that will arise from the implementation of the project.

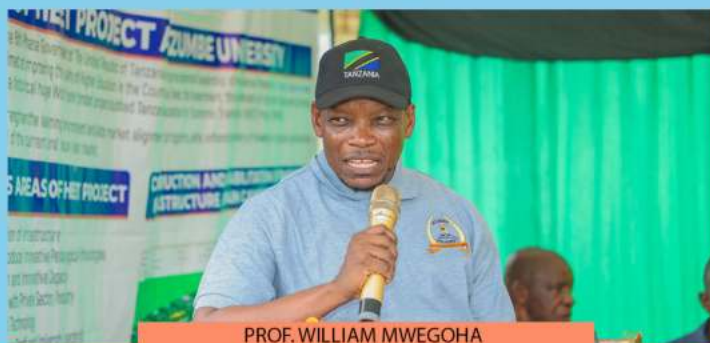


COLONEL MAULID SURUMBU
Former Mkinga DC, Current Tarime DC

"Besides providing education, this construction will create employment and developmental opportunities. Therefore, it is imperative for us, the residents of Mkinga District, to embrace these opportunities and safeguard this project," Colonel Surumbu emphasized.

Meanwhile, the Vice-Chancellor of Mzumbe University, Prof. William J. Mwegoha, outlined the infrastructure to be constructed in the area, including an academic Building, two hostels, a dining hall, a health centre, sewage system and a water tank with a capacity of four hundred thousand liters.

"In this project, the Government has allocated a total of 21 million US dollars for the improvement of infrastructure at Mzumbe University. Out of these funds, seven million US dollars will be used for the construction of infrastructure at the Tanga Campus," stated Prof. William Mwegoha.



PROF. WILLIAM MWEGOHA
Vice Chancellor - Mzumbe University

He further explained that, upon completion of the project, Mzumbe University will initiate various programs in Science and Applied Sciences such as Engineering, Technology, and ICT, as well as systems management, with additional programs being introduced according to demand.

The acting Deputy Vice-Chancellor (Academic, Research, and Consultancy), Prof. Eliza Mwakasangula, elaborated on the progress of the project since its inception, outlining its objectives, and expressed gratitude to the Pangarawe community for their leadership and support.



PROF. ELIZA MWAKASANGULA
Ag. DVC - ARC and HEET Project Coordinator - MU

DRAFT OF PRELIMINARY DESIGNS FOR TANGA CAMPUS SUBMITTED

The management of Mzumbe University has received the draft of preliminary drawings for the construction of Tanga Campus, funded by the Higher Education for Economic Transformation (HEET) project, coordinated by the Government through the Ministry of Education, Science, and Technology.

These drawings were submitted in January 24, 2024, at the Main Campus in Morogoro by **Assistant Architect Hellen Kissaka** from the firm **Mekon Arch. Consult Ltd**, as part of the implementation of the consultancy, design, and construction supervision contract for the campus since the project area in Mkinga District, Tanga region. They were handed over to the Lead Consultant on December 22, 2023.

Speaking on behalf of the Vice-Chancellor of the University during the negotiation meeting, the Deputy Vice-Chancellor responsible for Planning, Finance, and Administration, Prof. Allen Mushi, expressed his excitement for receiving the initial drawings. He mentioned the anticipation to receive the final drawings after the feedback from the meeting, a step expected to facilitate the early selection of a construction contractor.



Prof. Allen Mushi
DVC - PFA

On the other hand, the Representative of **'MEKON ARCH CONSULT LTD'**, Assistant Architect Hellen Kissaka, expressed gratitude to the Management of Mzumbe University for the cooperation extended in facilitating the work. She pledged to continue working diligently and swiftly to enable the selection of a contractor and commencement of work by March 2024, as suggested by the University Management.

Furthermore, the Coordinator of construction projects under the HEET project at Mzumbe University, QS Prosper Leonard, elaborated that the Tanga Campus will commence with seven construction projects. These include the Academic and Administrative building, a clinic, two hostels, a cafeteria, four staff houses, a water tank with a capacity of four hundred thousand liters, a water and sewage system, and a solid waste incinerator.



Assistant Architect Hellen Kissaka (sat in the middle)
Mekon Arch. Consult Ltd



Proposed Architectural Drawings (Structures) for the Building to
be Constructed at Mkinga MU Campus in Tanga



Mzumbe University Management Members



MECHANISMS FOR MANAGING HEET PROJECT IMPLEMENTATION GRIEVANCES



Members of GRIC Committee

The implementation of the HEET Project follows the World Bank's Environmental and Social Framework which requires all institutions that implement HEET project to incorporate the crosscutting issues associated with environment, gender and social safeguarding activities during the project life cycle. Grievance Management (GRM) procedures fall under the area of the social safeguard.

GRM intends to address the legitimate concerns of the project affected persons and provide solutions to their concerns. GRM provides a formal avenue for affected groups or stakeholders to engage with the project on issues of concern or unaddressed impacts.

The Environmental and Social Framework divides the GRM into construction GRM and Operation GRM. The development of construction GRM awaits the commencement of the construction works and will be formed in collaboration between the University and the contractor. Operational GRM, which intends to redress the grievances that emanate from the operational activities has already been formed.

In line with the World Bank's requirements, Mzumbe University has appointed the Grievance Handling Officers (GHOs) and Grievance Redress Integrity Committee (GRIC) to handle all grievances that are reported from the project implementation at the institutional level. The GHO team comprises HEET Project Coordinator, Environmental Safeguard Coordinator and Social Safeguard Coordinator. The GHOs receive and maintain records of all grievances and find prior solutions through channeling them to the appropriate departments/unit for explanation or resolution. If the grievance is resolved and the affected party is satisfied, the grievance is closed.

The grievances that could not be solved by GHOs are channeled to the GRIC for discussions and further solutions. The grievances that are not resolved by the GRIC are forwarded to UPIU and later (if no solutions are found) to the Ministry of Education, Science and Technology (MoEST). If not satisfied by MoEST, the affected person will channel the grievance to legal redress. The GRIC committee is led by **Dr. Hanifa Massawe** who is also a Chairperson of the Gender Desk. Other members of GRIC are **Mrs. Mariam Mattao, Dr. Nyangara Mtilly, Mr. Amiri Mani Mukaine, Ms. Petronila Mwanjila and Mr. Costa Semiono.**

Different mechanisms have been put in place for the reporting of grievances. Five Suggestion boxes were installed in all three campuses: two boxes in Morogoro Main Campus (the old campus and Maekani), two in Dar es Salaam Campus College (Upanga and Tegeta) and one box in Mbeya Campus College. In addition, the email address grievance@mzumbe.ac.tz has been created to ease the exercise of reporting grievance. Stakeholders can also report grievances direct to the GHOs.

The University Management Committee, GHOs and members of the GRIC have already been trained on the Grievance Management Procedures which include grievances handling, reporting and escalation to the respective authorities. Among other complaints, GRM must capture and report Sexual Exploitation, Abuse and Harassment (SEAH) and Gender Based Violence cases. In order to ensure optimal utilisation of the GRM at work places, publicisation and sensitisation on the existence of GRM is mandatory.

CLIMATE CHANGE MITIGATION

Area 7.5 Portfolio coordinates environmental management and climate change mitigation to Mzumbe University (MU) staff and students, community around Mzumbe Main Campus in Morogoro and the proposed Mzumbe Tanga Campus. Other than HEET Project team members, the portfolio also involves staff from the Department of Environment and Sustainable Development (DESD) and the MU Environmental Committee. The group composes of members of academic staff, Health Services and Estate Management Unit. So far, about 6 workshops have been conducted.

Project Sensitization

Before commencement of the project, this portfolio had the duty to sensitise different stakeholders about the project and what is expected. Sensitisation meetings were conducted to different groups which involved MU staff and students, and the local community.

Awareness creation workshops at MU Main Campus

Two groups from six (6) nearby villages attended awareness creation workshop at Mzumbe Main Campus, facilitated by members of academic staff from the Institute of Development Studies - Department of Environment and Sustainable Development and MU Environmental Committee. Participants included representatives from the youth, elders, religious leaders and special needs groups. Also, the Mzumbe and Mlali Ward Councilors, Mzumbe and Mlali Ward Executive Officers (WEOs), Village Executive Officers (WEOs), Village Chairpersons and Village Environmental Committee members participated in the workshop. The workshop for first group was conducted on 25th February 2023 whereby a total of 36 participants from Changarawe, Tangeni and Vikenge villages attended. The second workshop was conducted on 4th March 2023 involving 38 participants from Sangasanga, Mnyanza and Kipera villages.

The workshop focused on the following themes:

- i. Causes of climate change
- ii. Impact of climate change
- iii. Effect of climate change
- iv. Climate change and gender
- v. Climate change mitigation and adaptation measures.

Both workshops were successful because there was high level of participation and cooperation between facilitators and participants.



Participants of Climate Change Sensitisation Workshop

Awareness Creation Workshop to Mzumbe University Environmental Management Students

Awareness creation workshop to MU Environmental Management Students (BEM) was conducted on 25th November 2023. Due to the resource constraints, a Training of Trainers' Workshop was opted whereby Bachelor of Environmental Management students were targeted. Key themes of the workshop included:

- i. Natural causes of environmental destruction and climate change.
- ii. Human influence on environmental destruction and climate change.
- iii. Importance of environment conservation.
- iv. Effects of poor conservation and preservation of environment.
- v. Causes of climate change.
- vi. Impacts of climate change.
- vii. Climate change prevention and adaptation.
- viii. Environmental stewardship.

Launching of The Mzumbe University Environmental Club

Under HEET Project, Area 7.5 Portfolio has also facilitated the launching of the Mzumbe University Environmental Club (MU-EC). The establishment of the club is the requirement of HEET Project. The club has its constitution and for now, it has about 150 members.

Environmental Audit Training

To ensure the environment at the University is conducive for learning, working, and living, the Area 7.5 portfolio conducted a two-day workshop/training on Environmental Audit. Participants included all members of the Department of Environment and Sustainable Development and MU Environmental Committee. The training aimed at capacitating and enhancing knowledge to the two units for the members to conduct internal environmental auditing (self-auditing) and propose for measures to be taken to improve the environment. Key themes were;

- i. The concept of environmental audit
- ii. Standards for environmental auditing
- iii. Audit program development
- iv. How to conduct an EA
- v. Audit schedules and audit procedures
- vi. Biodiversity auditing



Environmental Audit Committee Members after the Training

Environmental Audit Activities

Portfolio 7.5 conducted an Environmental Audit activity. After the environmental audit training, the team visited Tangeni Water Source and MU Wastewater Ponds to appraise the environmental condition of the two important sites. The team also visited Tangeni village and met with the village environmental committee, local government leaders and primary school pupils to discuss and propose for enhancement and mitigation measures.



Environmental Audit Committee Members at work



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