

The Position of the Tanzania Public Service College towards Tanzania's Industrialisation Threshold.

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ABSTRACT: Since its establishments, Tanzania Public Service College have played significant role in supporting government reforms and policies in Tanzania. This paper shows position of TPSC in the current Tanzania's industrialisation drive by employing theory of industrial development propounded by Walt Rostow which stress on the increase of skilled and professional workers. The paper highlights important historical reforms and plans since Independence, establishment and functions of TPSC and how is it determined to support Tanzania Vision 2025 which focus on industrial growth. This paper give a special attention to ways in which TPSC itself respond to the call of Tanzania's industrialisation by 2025. The paper calls for government institutions and departments, private sectors and individuals to make use of TPSC's programmes which are demand-driven and practical oriented for industrial development.

KEYWORDS: Rostow's theory of industrial development, Tanzania Vision 2025, Tanzania's industrialisation, TPSC

I. INTRODUCTION

In a country like Tanzania which is rich in resources and her social and political stability since independence, Institution of higher education is expected to be centre of innovations and production of new technology, qualified skilled labour needed for industrial development of the country. It is like a platform where through advance studies, knowledge is well utilized and shared for the benefit of the whole society (Aina, 2010). Even though, there is always changes in administration structures, curriculum as well as statuses to respond to national policies but main activities like teaching, conducting researches and consultancy remain the same.

Historically, Colonial education was not designed to prepare African graduates for industrial development. Mersha(2006) support that argument by saying "Most of African countries inherited a skewed education system which was only aimed at producing technocrats and bureaucrats to serve the administrative set up of the colonial governments". Post independent educational system in African countries, therefore, never make the practical orientation required to produce scientists relevant to the demands of the African local industrial and agricultural sector. This was the reason, newly independent government of Tanzania to put emphasis on import substitution industries as strategy of reduce dependence on imports. These kind of industries largely depended on domestic reserves of raw materials available in Tanzania.

The First Five-Year Development Plan (1964-1969), Second and Five-Year Development Plans (1969-1974, 1976-1981) geared to industrial development under the state control (Wangwe S, 2010). It was during the same time, Ujamaa and Self-reliance policy¹ was implemented. The technical training institutions, technical schools and Folk Development Colleges were given priority in provision of basic technology know-how-to and encourage innovations concomitantly reducing dependence on imports goods.

After ups and downs in implementations of different plans and reforms for industrial development, Tanzania adopted Twenty Five-Years Sustainable Industrial Development Policy for Tanzania (SIDP 2020) as a strategy to enhance development of industries sustainably through export promotion, creation of enabling environment for industries and economic transformations. In addition to that, Tanzania First Five Year Development Plan (NFYDP II) of 2016/2017 pointed out three major pillars which are industrialisation, implementation effectiveness and human development.

¹ It was type of African Socialism adopted by Tanzania under President Julius Kambarage Nyerere. The Ujamaa was both social, political and economic policy of the country which aimed at building African Socialist State.

NFYDP II is largely supported by Tanzania's Vision 2025 which clearly denoted the aim of the nation to become middle-income and industrialized country. The move to industrialisation by 2025 was eloquently spelt out by President of United Republic of Tanzania, His Excellence Dr. John Magufuli on 20th November 2015 during inaugural speech to the parliament of Tanzania, and indeed, Tanzania Public Service College (TPSC) has already positioned itself to respond to the call by national industrial macro-policies and most importantly president himself. Though, some literatures such as TIRDO (1979), SIDP (1996-2020) and Kaijage, ES (2010) have shown that, the existing linkage between institutions of higher learning and industrial development in Tanzania is too weak and informal. This paper, therefore, argues that Tanzania Public Service College (TPSC) is in position to contribute for aspiration of the country to become industrialized. Finally, this paper calls for different stakeholders to make use of TPSC as there is tremendous change in terms of programmes, researches and consultancy activities which support Tanzania's industrialisation threshold.

II. THEORETICAL FRAMEWORK

In his book, **The Stages of Economic Growth**, The Economist Walt Whitman Rostow pointed five major stages of economic growth. These stages include traditional society, preconditions to take off, drive to maturity and age of high mass consumption. In stage four, closely focus on Industrial development. This stage is known as "The Drive to Maturity" whereas he contends that, in this stage there will be development of new and more sophisticated industries. Also during this stage, there will be a considerable need of workforce with requisite skills to support technological demands of a new emerging industries.

Rostow's theory on industrial development stress on the increase of skilled and professional workers; and indeed in Tanzania's context of industrial development, TPSC can be very instrumental as it is demand driven institute. It always review and change both curriculum and content to fit excellently with the demands or changes in public and private sectors in Tanzania. TPSC respond to the call of Tanzania's industrialisation by 2025 through provision of quality competence based trainings, consultations and conducting researches in different areas which are related with industrial development.

Despite of being an important approach, Rostow's stages of economic growth viewed that all countries should follow a uniform path towards industrial development. He strongly believes that all nations kick off with the same basic foundations such as the same population size, climate and natural resources. In its totality, the approach based on European countries nevertheless his argument on the need of increase on requisite skills for industrial development is undebatable.

III. UNDERSTANDING THE TANZANIA PUBLIC SERVICE COLLEGE: BACKGROUND AND ITS ROLE IN PUBLIC SERVICE IN TANZANIA.

The Tanzania Public Service College was established in 2000 as the part of implementation of Public Service Reform Programme (PSRP) in 2000-2011. The reform was strategically designed launched to promote Public Service Management and Employment policy of 1999 (PO-PSM). Thus, since its inception, in the line with PO-PSM's mission which is *"to deliver quality services to the people of Tanzania, with efficiency, effectiveness and the highest standard of courtesy and integrity"*. The Tanzania Public Service College plays pivotal role in providing comprehensive training, consultancy and applied researches interventions in our country.

It was established on August 2000 under the Executive Agencies Act No. 30 of 1997 and on July 2009 was accredited by the National Council for Technical Education (NACTE). Due to its founded objectives such as to meet the government reforms, changing needs of public services and dynamics of labour market; TPSC adopted the Competence Based Education and Training (CBET) approach concomitantly integrate ICT in both teaching and learning. It should be noted that, Tanzania Public Service College is a first institution in Africa to manage its computer systems by using Dutch Computer application which is known as ResPowerfuse.

Notwithstanding, TPSC's roles for almost 20 years now, particularly in building culture of continuous learning for public servants, TPSC has recently become centre of excellence for requisite skills that support development of sectors in Tanzania. TPSC's campuses are strategically located in six regions which are Dar es Salaam, Tabora, Mtwara, Tanga, Singida and Mbeya with a view of expanding services close to targeted customers. Both long and short courses are well designed and refined to promulgate Tanzania's industrial growth.

IV. THE POSITION WHICH TPSC PLACE ITSELF FOR TANZANIA'S INDUSTRIAL DEVELOPMENT

In this part, the functions of the Tanzania Public Service College (TPSC) are stated in relations with aspirations of Tanzania to become middle income and industrialized country. Then, position of TPSC follows by looking how the institutions have responded to the call of government on industrial's move by 2025.

4.1 The functions of the Tanzania Public Service College (TPSC)

The Tanzania Public Service College (TPSC) is under the support of The President's Office, Public Service Management and Good Governance (PO-PSMGG) and therefore core functions of the institutions are entailed towards:-

- Developing knowledge, skills, knowledge as well as awareness in management, leadership, administration and office support. This is achieved through provision of quality, demand-driven and practically oriented training programmes.
- Providing training capacity that meets both current and future public service requirements.
- Conducting, administering and managing public service examinations leading to career advancement in Tanzania's public service.
- Offering advisory services in Public Service Management (But not limited to).
- Disseminating knowledge on good Public Service Management through applied research and publication of research findings.

4.2 Wide range of courses related to Industrial development

The Tanzania Public Service College (TPSC) offers wide range of courses which reflects Tanzania's industrial move. It offers more than 80 programmes for academic year 2019/2020. From NTA Level 4 to NTA Level 8 (Basic technician to Bachelor degree), short and long courses are designed and incorporated with contents to curb the existing skills gap for industrialisation. Among other, TPSC offers Industrial Relations and Management, Strategic Management, Safety and Security, Human Resources and Entrepreneurship skills in all levels.

With their relevance, let us see one courses and one programme offered by TPSC for Tanzania's Industrialisation;

4.2.1. Technician Certificate and Diploma in Information Technology (NTA Level 5& 6)

In both levels, this programme prepares Tanzanians with skills and competence relevant to global changes in technology and their implications to industrial development. TPSC have modified Information Technology programmes with the intention of producing students/ graduates who are well equipped innovative and creative to develop applications and business solutions in a competitive global markets and our country in a mission to industrialization.

4.2.2 Public Sector Financial Management

Tanzania is one among the world's fastest growing economy. To allow both structural and economic transformations, there is need of more accountable and competent workers particularly in managing finance within public sectors. This course is offered in both Basic Technician Certificate and Diplomas particularly programmes related to Management and Accounting. The course aims at broaden student's horizon in areas such as comprehending procedures and systems of procurement, cooperative accounting and public sector accounting. TPSC invites policy makers, practitioners and other public servants working in Industrial sector to shape their skills and perform effectively and efficiently.

4.3 Integration of ICT in both teaching and learning

The ICT knowledge and skills are very significant for Tanzania's aspirations of industrialisation. ICT known as one among the most powerful vehicle for industrial development in the world. That is a reason, it globally accepted that, the application of ICT in both teaching and learning as an appropriate approach for acquiring skills need for country's industrialisation. TPSC have improve ICT infrastructures in all six campuses. The set up Information Resources Centre (ICR) and Computer Labs can be taken as an example. Tanzania Public Service College is a first institution in Africa to manage its computer systems by using Dutch Computer application which is known as ResPowerfuse. In addition, TPSC adopted IGEL technology in day to day operations. As a technical college, TPSC is determined to prepare skilled labours who are competent enough to deliver the services and stimulate development of technology entrepreneurship which will accelerate industrial development in Tanzania.

4.4 Modernisation of infrastructures and increase enrolment in our campuses

TPSC understand that there is unprecedented number of students who fail to join high schools due to some reasons. These students are important for Industrialisation agenda if they are trained well. Thus, TPSC expanded programmes and modernise infrastructures to allow students who meet entry qualifications are not excluded in any way in Tanzania's industrial development. The establishment of new centre in capital city of Tanzania (Dodoma) will increase number of students who are joining TPSC for NTA Level 4 to NTA Level 8. In a year 2017/18 TPSC enrolled 10,760 students for Certificate, Diploma and Bachelor degree programmes and a year 2018/19 TPSC is prepared to enrol 12,866 students in six campuses located in Mbeya, Dar es salaam, Tanga, Mtwara, Singida and Tabora.

4.5 Staff development

Skills development which are relevant to industrial growth requires competent and conversant instructors. To adapt with global changes, government reforms and current move to industrialisation, TPSC sponsored number of staffs to undertake long and short trainings. In a year 2017/18, eight staffs were sponsored to undertake

Doctoral studies, four to pursue Master's degree and 96 staffs to attend short courses. TPSC expects to sponsor 10 staffs to undertake Doctoral studies, 13 to pursue Master's degree and 194 staffs to attend short courses in a year 2018/19. This is response to industrialisation's call which requires a well trained workforce and skills providers.

V. SUMMARY AND CONCLUSION

This paper, therefore, urge the public institutions, private sectors and individuals to make use of TPSC as it offers demand driven and practical oriented programmes. The article argue that, it is possible to build an industrialized country by 2025 if we are ready to produce competitive graduates relevant to the market needs. TPSC have positioned itself for that task through trainings, consultancy and researches in areas relates to industrialization. Most importantly, The Tanzania Public Service College (TPSC) have expanded extremely well in terms of infrastructures, programmes and enrolment as response to the call for supporting Tanzania's industrialisation threshold.

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