MoU

An affirmation of the parties to work together

Signed in September 2014
Memorandum of Understanding

Between

Hotel Association of Tanzania (HAT)

And

National College of Tourism (NCT)

For supporting and facilitating the piloting of formal apprenticeship in the hospitality industry and exploring the introduction of the training approach in the TVET system

This MoU establishes a mutual and non-profit partnership between NCT and HAT both of which have the following missions

MISSIONS

The core objectives of HAT’s efforts are to more effectively:

Advocate on behalf of our members to strengthen, promote and protect our industry;
Provide value-added services that help members deliver on their financial, social, and environmental sustainability goals; and to assist members in pursuing world-class service and hospitality standards.

NCT: The mission of the NCT is to improve service standards and enhance skills in the hospitality and tourism industry through training in order to meet customers’ expectations

The two institutions are working to promote and ensure appropriate enabling environment for developing and expanding returns of tourism in Tanzania to the locals as well as the national economy. Therefore, they have, under this MoU, agreed to the following:

Since, the HAT has network and mandate of HOTELS but lacks the necessary institutional capacity to oversee training and Since, NCT has the institutional capacity host and oversee training. The two institutions agree to work collaboratively and cooperatively to develop and implement a pilot apprenticeship programme in the hospitality industry.
In this training arrangement, apprentices (trainees) shall spend 60 percent of their training time at the workplace (Hotels) and 40 percent of their training at the college.

Responsibilities and roles

1. Both parties (NCT& HAT) shall work together to develop the programme with HAT determining the skills standards and competency required in the industry and NCT translating those standards and competencies into a training curriculum meeting national awards standards.

2. Both Parties shall work together in determining the appropriate duration of the apprenticeship programme.

3. Both parties shall work together in determining assessment modality and frequency of the programme.

4. NCT shall determine in consultation with the Hotels, the underpinning theoretical knowledge and employable skills to complement practical skills and competencies required at work place.

5. Both parties in close consultation, assess the progress of the apprentices while at their respective institutions.

6. NCT shall prepare the final examinations as per guidelines provided for in the curriculum.

7. Hotels supervisors shall keep progress records of the apprentices and submit copies of the same to the NCT for further analysis and use.

8. NCT will avail its capacity and structural advantage to support the pilot programme.

9. Both parties will meet twice a year to discuss and review the programme during the pilot duration.

10. Both parties agree to provide quality training and work experience to the apprentices with the aim of contributing to the attainment of the learning goals of the apprenticeship programme.
11. Both parties agrees to offer and provide proper guide and counsel to the apprentice that is relevant to the profession of hotel industry inculcating the culture and professionalism required of competence and qualification of technician in the field.

12. Hotels agrees that having that hosting apprentices in their institutions will not in any how affect the terms and conditions of normal employees at the hotel

13. Mutual agreement that the apprentices will belong to the hotels and they will be responsible to their recruitment, upkeep and professional guidance throughout the apprenticeship programme.

Terms and conditions of the MoU

The term of this MoU is from the time the Hotels and NCT commence to work together in determining the development, the operationalization and closure of the apprentices are officially enrolled to the programme. Total period shall not exceed two academic years equivalent to 60 weeks and may be extended upon mutual agreement.

The MoU can be reviewed at least once a year to ensure that our shared goal is attained and our partnership remains mutually beneficial and supportive of our mission. Either organization may terminate this MoU upon thirty day written notice.

It should be noted that the signing of this MoU is not legally binding, rather the party’s affirmation that they will try their best to reach the objective set forth in the MoU

On behalf of the institution, I wish to sign the this MoU and contribute to the attainment of the stated goals

1. National college of Tourism
   Signature
   Name:
   Title:

2. Hotel Association of Tanzania
   Signature:
   Name:
   Title: