

B2B

**Jobortunity
Staff/Scholar
Development
Training
Program**



B2B

Why Staff Development?

PROBLEM:

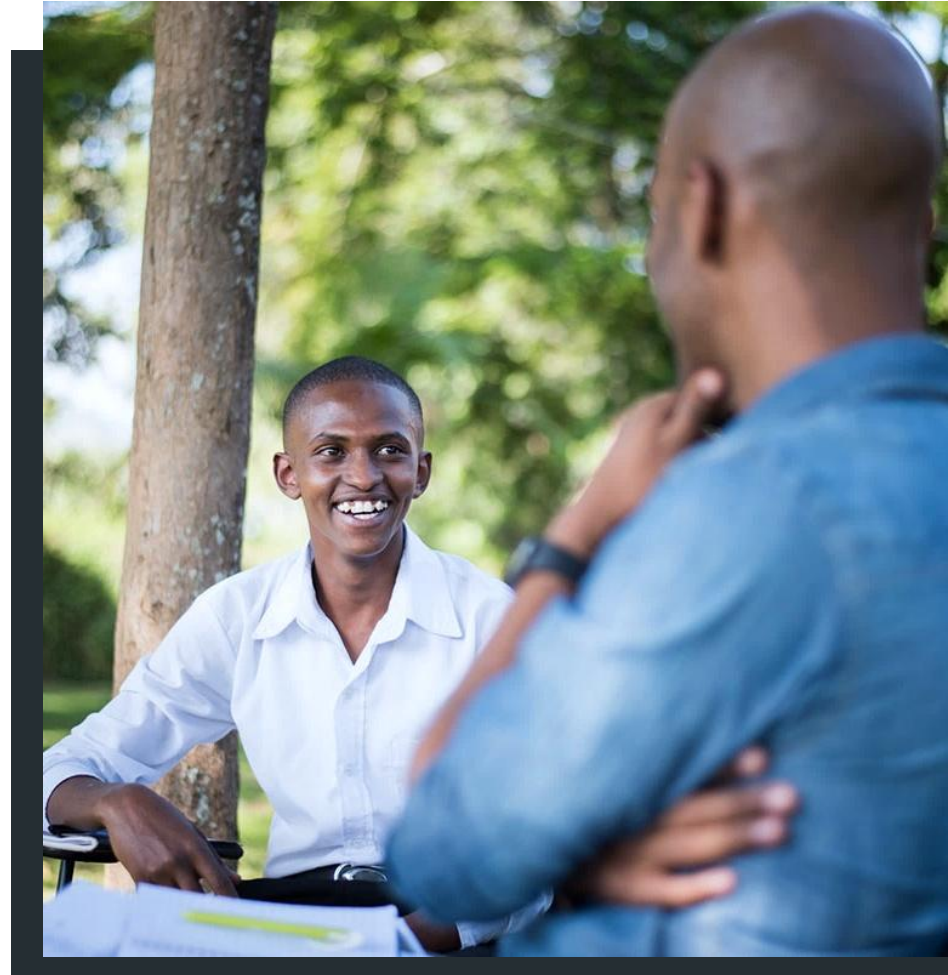
In Tanzania, over 70% of technically skilled employees and scholars lack essential 21st-century soft skills such as professionalism, a sense of responsibility, self-awareness, leadership, and confidence. These gaps hinder productivity, team cohesion, and overall business success in many companies and institutions.

SOLUTION:

We address this challenge by conducting a Training Needs Assessment (TNA) and delivering tailor-made training programs based on our proprietary curriculum. These programs focus on developing key soft skills, helping companies and institutions retain customers, enhance quality and productivity, and foster a positive internal work environment.

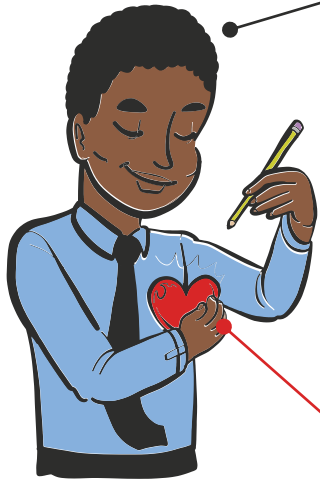
REWARD/PAY OFF:

Our Hi5-approach delivers proven results: 90% of clients report significant improvement in staff performance, leading to better customer satisfaction, increased efficiency, and a more motivated workforce.



Introduction To The Hi5 Approach

THE
3H
OF LEARNING



HEAD

Participants gain new knowledge during the Hi5 training and 8 months apprenticeship in a company.

HANDS

Participants acquire relevant technical skills during their 8 month apprenticeship.

HEART

Participants achieve the right attitude to be successful workers through the Hi5 program.



You As The Client



Title/role	Managing Director / CEO
Identifiers	She faces issues with the attitude of her employees and is looking for a way to improve soft skills of staff
Firmographics	Her company is located in Arusha and is active in the hospitality industry. The company has 75 employees

The world is changing enormously. In any position in a company, you need to work hard on learning new skills every day, but you also have to unlearn some of the old skills from the past.

Product Vision



Vision

We support organizations to achieve high quality performance by creating and maintaining a stimulating working environment. We help organizations with the development of skilled, professional, responsible, confident and self-aware staff.



Vision



Statement / The Staff Development Training program,

IS FOR	Companies With Entry – Mid Level Employees In Tanzania
WHO NEED	Help With Problems They Face With Staff (E.g. Conflict In Work Places, Lack Of Language Proficiency), etc.
OUR SOLUTION IS A	Tailored 21st Century Soft Skill Development Program
THAT	Is Hands On, Participatory, Efficient And Suitable For Different Skill Levels
UNLIKE	Competitors Which Provide General Training Courses Without Analysing The Specific Situation
OUR SOLUTION	Provides Companies A Quick Scan And Advice Of The Actual And The Desired Situation.

The Training Approach

Customers & potential target groups

Analyzing

The Actual and desired situation

Advising

On a personal & organizational development level

Training & Coaching staff through

- Custom training programs
- Tailor-made training program
- One-on-one coaching



Product

Categories & Subjects



Staff development for Companies

Jobortunity supports organizations to achieve high quality performance by creating and maintaining a stimulating working environment. We help organizations with the development of skilled, professional, responsible, confident and self-aware staff.

We provide tailored training programs based on a 21st Century Skills curriculum

Life skills

- ❑ Professionalism (appearance and behaviour)
- ❑ Leadership
- ❑ Planning goal & direction
- ❑ Conflict management & Problem-solving
- ❑ Commitment & teamwork

Literacy skills

- ❑ ICT training
- ❑ Language training (English and Kiswahili)

Learning skills

- ❑ Communication
- ❑ Collaboration
- ❑ Customer care
- ❑ Sales & customer loyalty

Our proven Hi5 training approach

Our Hi5 training approach is proven training method that focuses on attitude training. We practice what we preach. We are attitude trainers, with a focus on behaviour and its results. That's who we are and what we do. We do not tell your people what to do, but we motivate them to do so and we are an example.

Product

Categories – Fixed Training Packages



Leadership Skills Development

Outcomes <ul style="list-style-type: none">■ Become aware of your own styles of leadership.■ Understand what style to use in which situation.■ Gain insight in different leadership styles.■ Practice different leadership styles.■ Actively contribute to the positive image of your company.■ Stimulate employees and get the best out of staff.	Audience	Managers, Team Coordinators & Supervisors	350\$ Per Session	
	Level	Both General & Advance		
	Location	Classroom/On site/Online	Included <ul style="list-style-type: none">✓ 2 sessions daily - 4 hours each.✓ From 15 to 25 participants.✓ Reports from trainers.✓ Training materials.✓ Training preparation.✓ Communication.✓ Certificates.	Excluded <ul style="list-style-type: none">✗ Trainers' meals✗ Accommodation✗ Transport.
	Duration	8 Days (4 Days General; 4 Days Advance)		

Product

Categories – Fixed Training Packages



Training of Trainers - ToT

Outcomes <ul style="list-style-type: none"> ■ participatory training techniques/methods ■ Know how people learn - non-formal adult education. ■ Communication skills ■ Roles of a trainer ■ Dealing with Group dynamics ■ Development & practice of a mini-training session ■ Building confidence 	Audience	Trainers, Leaders, Institutions, NGOs, Teachers, Individuals	<h2>350\$ Per Session</h2>	
	Level	Basic & Advance	Excluded <ul style="list-style-type: none"> ✓ 2 sessions daily - 4 hours each. ✓ From 10 to 15 participants. ✓ Reports from trainers. ✓ Training materials. ✓ Training preparation. ✓ Communication. ✓ Certificates. 	Excluded <ul style="list-style-type: none"> ✗ Trainers' meals ✗ Accommodation ✗ Transport.
	Location	Classroom/On site		
	Duration	5 Days Basic; 5 Days Advance		

Product

Categories – Fixed Training Packages



Short Course:

Conflict management, Life skills, Planning, Professionalism, Self confidence & Public speaking, & Problem solving

Outcomes <ul style="list-style-type: none">■ Understand importance of solving problems with customers and other people in your life.■ Develop your English skills and knowledge.■ Know that creating change is difficult but possible.■ Identify your priorities in budget based on personal preferences, income and situation and plan ahead.■ Increase your work performance and work responsibility.■ Be aware of your strengths(qualities) and weaknesses and work on weaknesses.■ Prepare & format desired documents with an attractive outlook.	Audience	Managers, Supervisors, Graduates, & Youth (Grade 7 & Above)	250\$ Per Session There will be room for negotiation depending on course selection	
	Level	General	Included <ul style="list-style-type: none">✓ 2 sessions daily - 4 hours each.✓ From 15 to 25 participants.✓ Reports from trainers.✓ Training materials.✓ Training preparation.✓ Communication.✓ Certificates. Excluded <ul style="list-style-type: none">✗ Trainers' meals✗ Accommodation✗ Transport.	
	Location	Classroom/On site		
	Duration	Maximum 3 Days		

Product

Categories – Tailor-made Training Packages



Lesson(s) offered: Depends on challenges and results of Training Needs Analysis (TNA)

Outcomes <ul style="list-style-type: none">Needs met.Staff performance improvement.Improved work ethics.Develop a clear way to solve problems.	Audience	Managers, staff, youth & supervisors	350\$ Per Session	
	Level	General		
	Location	Classroom/On site	Included <ul style="list-style-type: none">✓ 2 sessions daily - 4 hours each.✓ From 15 to 25 participants.✓ Reports from trainers.✓ Training materials.✓ Training preparation.✓ Communication.✓ Certificates.	Excluded <ul style="list-style-type: none">✗ Trainers' meals✗ Accommodation✗ Transport.
	Duration	Depends on clients' request		

2024 Completed Trainings



Rijk Zwaan Qsem

- ❑ Lesson Covered: Conflict Management
- ❑ No. of participants: 33 team coordinators (supervisors)



Multiflower

- ❑ Lesson Covered: Team building training
- ❑ No. of participants: One manager and four supervisors



Enza Zaden

- ❑ Lesson Covered: Personal Leadership Skills
- ❑ No. of participants: 14 to 17 staff members



Dekker Chrysanten

- ❑ Lesson Covered: Development of leadership skills using hands-on learning methods
- ❑ No. of participants: 44 staff members

Clients

Companies/institutions we have trained



Don Bosco KIITEC



formally AfricAid



Client Testimonials



RIJK ZWAAN

Jobortunity has significantly enhanced the leadership skills of our team coordinators through tailored soft skills training conducted in Swahili. We chose Jobortunity because we were already working with them in regard to the apprenticeships and they also offered trainings for companies. Previously lacking in these essential abilities, our coordinators now communicate effectively, provide constructive feedback, and adeptly resolve issues. We were pleasantly surprised at their growing confidence and enthusiasm as they apply these skills daily, further developing into strong leaders within our organization. Choosing Jobortunity was a wise decision, as their training has not only met but exceeded our expectations, delivering tangible and positive results.

Elsbeth Graswinckel
Chief Operations Manager



Regarding the initial challenges in our business, like poor communication and unclear leadership roles, Jobortunity's training has been crucial to our team. We chose Jobortunity because, based by our experience with them, we were confident that they would give us the lessons and skills we needed to excel amidst the challenges we face in the long run. All staff thoroughly enjoyed the training and found the trainers engaging. Implementing the lessons learned remains a work in progress, but the enthusiasm and enjoyment from the sessions are promising signs of improvement in our workplace dynamics.

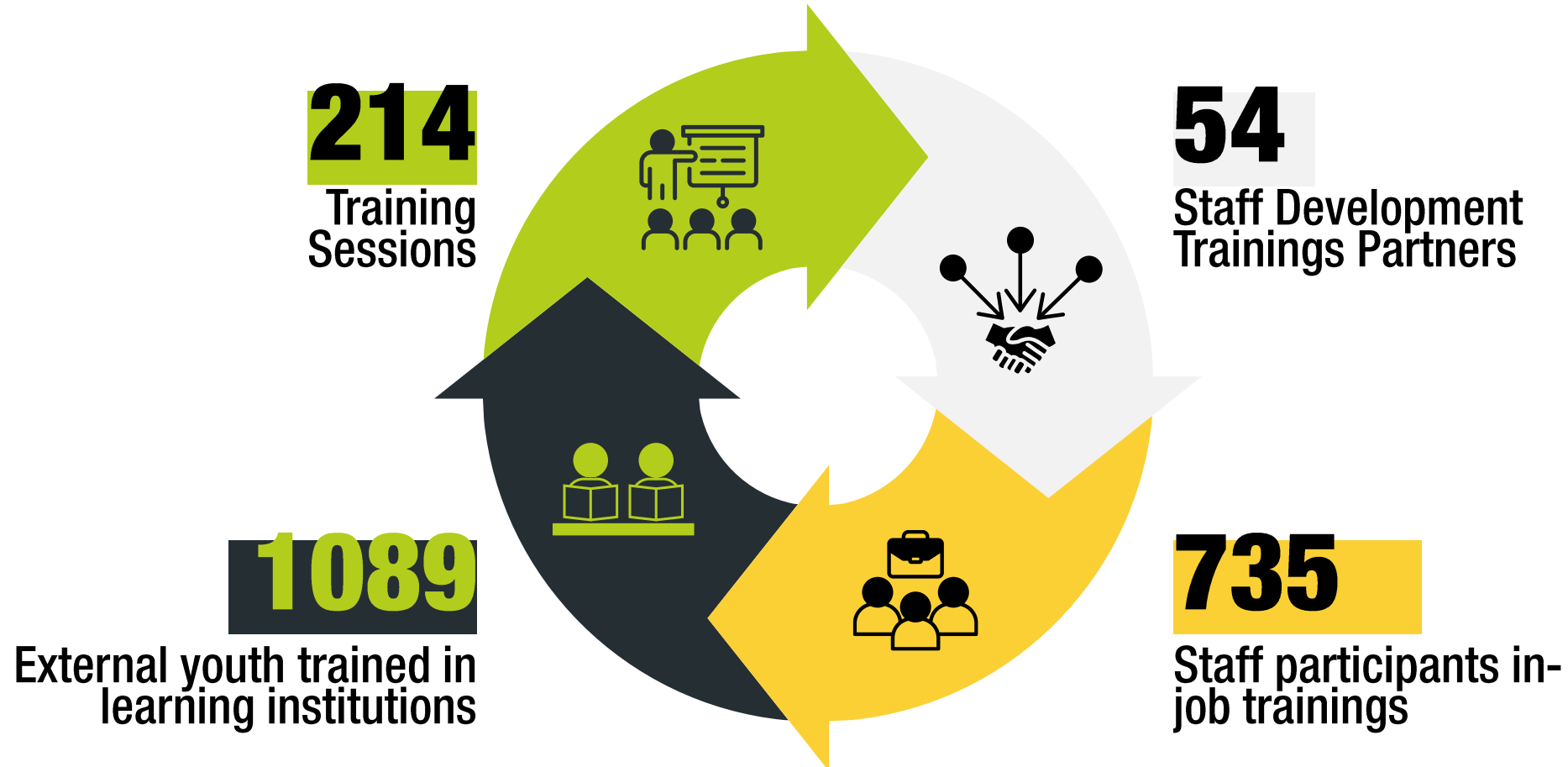
Heikki Niskala
General Manager



Jobortunity's tailored training programs have been instrumental in transforming our team's effectiveness. With a focus on leadership, communication, and team management, their courses have equipped us with essential skills like decision-making and conflict resolution, a challenge that we faced before their training. After their incredible training experience, we now lead with confidence, enhancing productivity and team morale. We were amazed at Jobortunity's commitment to impactful training, reflecting their dedication to fostering positive change within organizations and communities. We highly recommend Jobortunity for their proven ability to elevate leadership and team dynamics.

Ruth Mtui
Human Resources Manager

Training impact



Contact Information



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