



# Hands On The Future National TVET Conference & Kenya Skills Show 2017

Proceedings and Recommendations

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26-28 January 2017

Convened by the Permanent Working Group on  
Technical & Vocational Education and Training in Kenya

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*The Hon. Dr. Cecilia Ngetich, Member of Parliament from Bomet County, addresses the conference plenary with an update on planned further legislative and regulatory reforms to enhance the TVET sector. © Africa Digital Media Institute*

*Front cover photo: Dr. Kevit Desai, Chairman of the Permanent Working Group (right) shakes hands with Principal Secretary of Vocational and Technical Training, Dr. Dinah Mwinzi (left) on the occasion of the signing of a Memorandum of Agreement between the Ministry of Education and various private sector representatives to cooperate on the transformation of Kenya's national TVET system. Amb. Dennis Awori, Chairman of the Kenya Private Sector Alliance (KEPSA), looks on. © Africa Digital Media Institute*

## Foreword from the Chairman of the PWG

Dear Friends,

The Hands On The Future National TVET Conference and Kenya Skills Show 2017 was jointly organized by the members of the Permanent Working Group on TVET in Kenya (PWG). Three years ago, the PWG was conceived by stakeholders within the private sector, government, and development partners after realizing the need for a caucus to address the mismatch between private sector demand and the technical skills of TVET graduates. I am pleased to see that PWG membership has progressively grown, and more attention, consideration, and collective efforts have been realized towards the outcome of TVET transformation at a national level.

The PWG recognizes education and vocational training as central pillars of youth employability and sustainable enterprise development in Kenya. Skills development is key in stimulating a sustainable development process. It is also essential in seizing emerging opportunities and tackling challenges to meet new demands of a changing economy and new technologies in the context of globalization. An effective education and skills development system—which connects education to training, training to labour market entry, and labour market entry to sustainable employment—can help Kenya sustain productivity growth and translate that growth into more and better jobs. PWG leverages on and supports existing structures and efforts in TVET, including sector boards, sector skills advisory committees, associations, and information systems to ensure they collaboratively work together to ensure collective impact.

## Foreword from the Director General/CEO of the TVET Authority

Dear Friends,

On behalf of the TVET Authority Board of Directors and staff, it was a great honour for us to co-convene the inaugural Hands On The Future National TVET Conference and Kenya Skills Show in conjunction with the Permanent Working Group (PWG) on TVET. This milestone event aimed to bring together high-level individuals in the TVET sector to address youth unemployment and bridge the skills gap between industry needs and the labour market by unlocking the enormous potential of the TVET sector.

From my point of view, the conference proved to be a dynamic forum for national and international delegates comprised of representatives from the public and private sectors, industry, policymakers, development partners, NGOs, and youth representatives and other stakeholders. I personally found the dialogue and exchanges in the plenary discussions and thematic breakout sessions very engaging, filled with a contagious, positive “can do” spirit. The TVET Authority team learnt new ideas and fresh perspectives to improve upon the services of our agency. The outcome of the conference will definitely

The Hands On The Future National TVET Conference was attended by over 740 delegates from the private sector, government, development partners, civil society, the regional and international community, and other key stakeholders. The Kenya Skills Show was attended by over 3,000 people, mainly youth seeking a career in TVET. The Skills Show was aimed at rebranding TVET as a promising and rewarding option in terms of career options and prospects in entrepreneurship. Together, the two events demonstrated widespread interest and inclusive commitment from the public and private sectors towards achieving the PWG’s goals. The success of the Conference and Skills Show has given us enormous momentum which we now must capitalize on.

I invite you to join our efforts and take action to ensure positive outcomes towards the transformation of the TVET system in Kenya. This will result in better prospects and opportunities for our youth and economic prosperity.

Sincerely,

**Dr. Kevit Desai**  
*Chairman, The Permanent Working Group on TVET in Kenya (PWG)*



guide our mandate of ensuring a well-coordinated quality TVET sector in the country. Hopefully, other participants felt the same, and together we can build upon the foundation of reforms—which commenced with the Sessional Paper No. 14 of 2012 on “Reforming Education and Training in Kenya” and the TVET Act of 2013—and continue the transformation of the TVET sector.

As the TVET sector, it is our opportunity to shine, innovate, and identify efficiency gains that will contribute to the growth of Kenya’s socioeconomic development. I hope that you find the proceedings from the conference helpful to you in your work.

Sincerely,

**Dr. Kipkirui Langat,**  
**PhD. FIETK**  
*Director General/CEO, TVET Authority*



## Overview

The Hands On The Future National TVET Conference and Kenya Skills Show 2017, convened by the Permanent Working Group on TVET in Kenya in conjunction with the TVET Authority of the Ministry of Education, was held from 26-28 January 2017 at the Kenyatta International Conference Centre (KICC) in Nairobi, Kenya.

The Conference, held on 26-27 January, was organized around four (4) integrated thematic areas and eight (8) sub-themes, which together, address the immediate and long-term needs of transforming the TVET sector in Kenya.

<p><b>I. Policy Implementation for Successful TVET</b></p> <ol style="list-style-type: none"> <li>1. Overcoming challenges in the current policy dispensation</li> <li>2. Opening doors for linking industry/private sector with academia</li> </ol>	<p><b>II. Filling the Skills Gap</b></p> <ol style="list-style-type: none"> <li>1. Meeting industry needs through occupational standards</li> <li>2. Increasing the employability of TVET graduates through CBET curriculum and 21st century skills</li> </ol>
<p><b>III. A Sustainable Future for the TVET Sector</b></p> <ol style="list-style-type: none"> <li>1. Coordinating initiatives and governance of the TVET sector</li> <li>2. Leveraging development partner funding with government commitments and private sector investments</li> </ol>	<p><b>IV. Making TVET Relevant to Youth</b></p> <ol style="list-style-type: none"> <li>1. Rebranding TVET: making TVET a viable and inclusive option for all youth</li> <li>2. Financing a TVET education: loans, grants, vouchers, and scholarships</li> </ol>

### The Objectives of the Conference were to:

- 1) Promote policy debate and dialogue on the various thematic areas
- 2) Strengthen collaborations among TVET partners in Kenya
- 3) Allow stakeholders from the public and private sectors, as well as private initiatives and development partners, to showcase best practices, products, and innovations

### Our Expected Outcomes were:

- 1) Strategies for coordinated further reform steps, as well as more sustainable TVET financing
- 2) Increased involvement of industry/private sector in TVET

This report summarizes the discussions and recommendations held throughout the conference in both plenary and concurrent working sessions, for which top priority was given to audience participation. Active participation was encouraged through structured discussions and supported/structured networking. This active participation was none more evident than during the working sessions. These sessions were of a different nature from sessions at other conferences: they identified and brought to light specific recommendations to push forth towards the PWG's goal of transforming the TVET sector in Kenya.

## Summary of Policy Recommendations

- **Institutionalize the involvement of industry in the TVET ecosystem**, including developing training priorities, providing mentorship or apprenticeship opportunities, and leveraging funding.
- **Implement evidence-based policies** for a successful TVET sector.
- **Fill the skills gap** by working on the supply side of TVET skills to ensure that industry needs are met.
- **Build close collaborations** among governments, private sector, and development partners to craft a sustainable future for the TVET sector.
- **Make TVET relevant to all youth** through career counseling and media campaigns that rebrand vocational and technical jobs as viable careers, and make TVET more accessible through loans, grants, and scholarships.



The event poster for the Hands On The Future National TVET Conference & Kenya Skills Show 2017.



Mr. Edwin Tarno, Principal, Rift Valley Technical Training College, speaking at the conference. © Africa Digital Media Institute



*From left to right, top to bottom: Ms. Susan Debe, TVETA Secretariat; One of the numerous TVET students from Kenya Technical Trainers College who volunteered their services as ushers for the event; Dr. Kevit Desai, PWG Chairman, and H.E. Jutta Frasc, Ambassador of the Federal Republic of Germany to Kenya; Hon. Dr. Cecilia Ngetich and Dr. Ahmed Ferej (TVETA Board Member) during a working session; Dr. Kipkirui Langat, Director General/CEO, TVETA; Mr. Kevin Doyle, Hands On The Future Executive Director; The team from Innovations for Poverty Action: Dr. Claudia Casarotto, Mr. Suleiman Asman, Mr. Nick Ayugi, Mr. Peter LeFrancois, and Ms. Heidi McAnnally-Linz*

*Photo Credits: Bottom left: Claudia Casarotto; Bottom right: Dr. Lucy Ogol; All other photos: © Africa Digital Media Institute*



*From left to right, top to bottom: Adj. Prof. Dr. Hildegard Lingnau, Head of Development Cooperation, German Embassy, and Ms. Maren Diale-Schellschmidt, Director, Delegation of German Industry and Commerce in Kenya; A conference planning session with PWG members; Dr. Claudia Casarotto, Innovations for Poverty Action, Ms. Marah Köberle, Delegation of German Industry and Commerce in Kenya, and Prof. Gituro Wainaina, University of Nairobi Business School; Dr. Kevit Desai, PWG Chairman, counsels a student about career possibilities in mechatronics; Conference MC Zawadi Mudibo, K-24 Deputy Business Editor; Hands On The Future Steering Committee members*

*Photo Credits: AHK, Marah Köberle, Gerald Ipapa, Claudia Casarotto, Private, Marah Köberle*

### Making TVET Relevant to Youth: From a Dutch Perspective

Jeroen van der Zalm, Consultant Programme  
Coordinator, EP-Nuffic

Leonoor Akkermans, Senior Consultant, CINOP  
Global BV

In the Netherlands, a lump-sum state financing of 14% of the total education budget (2015) goes to TVET. There is a centralized education policy with a decentralized administration/school management and strong regional function of programs. **The Netherlands also has a responsive TVET system through close cooperation among VET-colleges and social partners, training firms, stakeholders, and the government, with a focus on workplace learning (i.e., effective problem solving on the job and knowledge of work processes).**

A recognized work placement period is a compulsory part of every TVET program and can only be offered by a recognized learning company. It is possible to achieve the same qualification within the same qualification framework through work-based learning and/or school-based learning pathways. About 35% of VET students attend the work-based pathway. They have the status of an apprentice and are paid for their work according to the agreements made by the social partners. The remaining 65% of VET students attend the school-based learning pathway. They have the status of a student, including the right for student-grants, and are generally not paid for the compulsory periods of work placement during their education. Colleges have a high degree of autonomy regarding the choices that are made here.



Speakers Jeroen van der Zalm and Leonoor Akkermans.  
Photo Credits: Jeroen van der Zalm and CINOP Global

### Start-up Capital for Youth: Assessing the Potential of Vocational Training and Small Business Grants in Kenya

Dr. Isaac Mbiti, Assistant Professor of Public Policy  
and Economics at the Frank Batten School,  
University of Virginia

Researchers affiliated with Innovations for Poverty Action—Isaac Mbiti, Joan Hamory Hicks, Michael Kremer, and Edward Miguel—conducted a randomized evaluation of a TVET program in Western Kenya. Of 2,200 youth, half were randomly assigned to receive a voucher to attend vocational training of their choice. Initial take-up of the vouchers was very high, at 74%, indicating high demand for this training. The other half were randomly assigned to receive a cash grant worth approximately US\$250, stratified by voucher winner status. Among those individuals who were physically located, uptake was 99.3%. The cash grant was unconditional, but prior to receipt, grant winners were given “light encouragement” and pamphlets with tips on starting and running a business, in an effort to encourage use of the grants for investment in entrepreneurship.

Overall, the vouchers showed little evidence of impact on total earnings across agriculture, wage-employment, and self-employment: there was no significant increase in total earnings across all economic activities 1 to 4 years later. There was also no significant increase in total hours worked. On the other hand, cash grants significantly increased profits for the self-employed and increased non-agriculture earnings. Grant recipients also reported being happier and in better health, and less likely to borrow (informally or formally) and more likely to lend. The overall effects seemed to be stronger for females (more work is needed to understand this).

Dr. Mbiti concluded, “Existing evidence on vocational education suggests modest or limited effects at very high costs.” **To improve TVET, the evidence suggests the sector could provide incentives for quality and for youth to show up and do well, and create opportunities for apprenticeships.**



Dr. Isaac Mbiti gives his keynote address.  
Photo Credit: Claudia Casarotto



## Keynote Addresses | 27 January 2017

### Integrating Work Readiness Life Skills Training and Measurement into TVET Systems in Africa

**Peter Shiras**, Executive Vice President, Business Development, International Youth Foundation

The International Youth Foundation envisions a world where all young people achieve their full potential and shape the future with power and confidence. Using a holistic approach, IYF's programs are designed with an understanding of the broader socioeconomic and political environments and their effects on young people.

As such, IYF's programs strive to improve the ability of families, schools, and community institutions to better understand and serve the needs of their young people. Youth are taught life skills and work readiness skills, both of which are in demand by employers. **Life skills lead to success in school and other positive outcomes, and are associated with jobs in high-growth, high-wage sectors.**

### The Solution: Training Institutions

Measure learning effectiveness



Measurement of Student Learning



Program Quality Assurance



"Plug and Play" with Existing Life Skills Training



Competitiveness in the Labor Market

### The Essential Role of the Private Sector in Making TVET Relevant

**Amb. Dennis Awori**, Chairman, Toyota Kenya Limited and Chairman, KEPISA

With high unemployment rates in Kenya, TVET faces many challenges in the eyes of the private sector. These challenges include: unmatched needs between the organizations and courses offered by TVET; rapid changes in technology, rendering acquired skills irrelevant; and the limited ability of TVETs to make capital-intensive purchases to meet market needs, due to the high costs of investments in technology.

**It is therefore important for TVETs to continuously partner with private sector initiatives and Government to make TVET relevant.** This includes: supporting the alignment of curriculum skills with the labor market; supporting systematic professional development of TVET trainers and instructors; offering more apprenticeship/internship programs and student scholarships; establishing private sector academies; acquiring modern tools and equipment; and sharing success stories of TVET to change the mindset of parents, the community, and stakeholders about vocational education.

If all of these are considered, the ultimate results will include strong industry and economic growth, improved skills, increased employment growth, and effective and efficient TVET institutions.



## Panel Discussion: Reflections on Keynote Addresses & The State of TVET Reforms in Kenya

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>Coordination of various players in TVET sector</p> <p>Equipment in new TTIs</p> <p>Youth unemployment in Kenya – 40%</p> <p>Data gaps in TVET</p> <p>Traditional gender roles</p> <p>Limited practical training</p> <p>Misalignment of curriculum and industry needs</p> <p>Monolithic TVET system/silo ecosystem</p>	<p>Strong legal and regulatory framework</p> <p>New TTIs per constituency</p> <p>Ongoing curriculum review</p> <p>Joint capacity for training between industry and academia</p> <p>Development partner willingness to support</p> <p>Current infrastructure development in Kenya</p>	<p><b>Establish a collaboration framework between government/policy developers and the private sector in the TVET ecosystem (institutionalise involvement of industry)</b></p> <p><b>Establish a framework for assessment of TVET trainees by industry (including recognition of prior learning)</b></p> <p><b>Strengthen sector skills advisory committees (development of occupational standards by industry)</b></p> <p><b>Leverage technology in training and job placement</b></p> <p><b>Undertake TVET data aggregation</b></p> <p><b>Establish industrial attachments for TVET trainers</b></p> <p><b>Seek regional integration of TVET systems</b></p>



High-level panelists (from left to right): Viktor Karua, Ndung'u Kahihu (with microphone), Prof. Bonaventure Wanjala Kerre (Moderator), and USAID Mission Director Karen Freeman. © Africa Digital Media Institute

# Working Sessions, Theme 1: Policy Implementation for Successful TVET

## Session 1: Overcoming Challenges in the Current Policy Dispensation

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>Qualified trainers</p> <p>Funding</p> <p>Negative attitude</p> <p>Harmonization of standards across ministries</p> <p>Conflicts in different legal frameworks</p> <p>Lack of awareness of CBET curriculum</p>	<p>Well-structured policies</p> <p>Integration of ICT in TVET</p> <p>Develop new curricula</p> <p>Working on the image of TVET</p> <p>Government mobilized funding</p> <p>Development of National Skills Council</p>	<p><b>Holistic consultation of stakeholders on TVET reforms (involve all parties)</b></p> <p><b>Recognize prior learning, even if acquired in the informal sector</b></p> <p><b>Strengthen internship and mentorship programs</b></p> <p><b>Formalize and strengthen training of trainers</b></p> <p><b>Continue working to make TVET attractive</b></p> <p><b>Develop curriculum for the future, not for the past</b></p> <p><b>Be realistic: we need to develop skills for jobs that exist</b></p>

## Session 2: Opening Doors for Linking the Private Sector with Academia

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>TVET institutions' lack of ability to provide private sector with required talent and skilled graduates</p> <p>Private sector's lack of responsibility and accountability in participating in the development of occupation standards and curriculum</p> <p>Trainers' lack of capacity to transfer mostly needed life skills</p>	<p>Industry has an open door to make valuable inputs into the development of TVET graduates</p> <p>Industry increase in productivity by participating in the relevance and quality of skills</p>	<p><b>Create incentives for the private sector to work with TVET institutions to expose graduates to the work environment</b></p> <p><b>Integrate life skills learning to be concurrent with technical skills training; assess both</b></p> <p><b>Support TVET interns in the workplace, i.e., provide resources and tools</b></p> <p><b>Establish a policy mandate for TVET institutions to develop prototypes and models of all imported machinery</b></p>



*Dr. Lucy Ogol of the Kenya Institute of Curriculum Development makes a point about the importance of life skills training to increase students' employability, as Peter Shiras of the International Youth Foundation looks on. © Africa Digital Media Institute*



*Prof. Gituro Wainaina, University of Nairobi Business School, moderating a working session. © Africa Digital Media Institute*

## Working Sessions, Theme 2: Filling the Skills Gap

### Session 1: Meeting Industry Needs through Occupational Standards

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>Mismatch of skills/curriculum and the industry needs</p> <p>Lack of occupational standards</p> <p>Reluctance of the industry to take students for internships/industrial attachment</p> <p>Lack of refresher courses for the trainers</p>	<p>Seasoned industry professionals who can help in the development of occupational standards</p> <p>Legal framework that backs the TVET sub-sector</p> <p>Strong public-private partnership</p>	<p><b>Establish a strong partnership between industry and training institutions. This will guide in internships and industrial attachment for the trainees and trainers.</b></p> <p><b>Legislate incentives to companies to provide industrial attachments/ internships to TVET trainees and externships to TVET trainers</b></p> <p><b>Establish a strong relationship with all stakeholders to help in the development of a framework for setting standards of training</b></p> <p><b>Create room for industry in the classroom and the classroom in industry</b></p>

### Session 2: Increasing the Employability of TVET Graduates through CBET Curriculum and 21st Century Skills

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>There still exists a huge gap between industry and academia. Industry should not be the last-mile end user, but instead must be practically involved in developing the occupational standards, validating the curriculum, and being part of the assessment both for learners and instructors.</p> <p>Lack of appreciation of culture and history in the process of curriculum development, including parental influence</p> <p>Most of the instructors are not oriented on the CBET approach and continue to use the traditional training approaches</p> <p>Financing of CBET curriculum</p> <p>Changing technology in the industry, rendering most TVET infrastructure and curriculum obsolete</p>	<p>The existence of a legal framework for CBET (e.g., TVET Act 2013, TVETA, CDACC, KNQA)</p> <p>Vibrant private sector players to support CBET (e.g., KAM, KEPISA, KFE)</p> <p>Wide range and levels of TVET institutions, including universities (national), TTIs, and VTCS</p> <p>Stakeholders' forums to continuously discuss CBET implementation</p> <p>Very large informal sector which has not been explored in regards to upskilling those with skills but without certification</p>	<p><b>Establish well-defined incentives for industry to take up trainees/ students from TVET institutions for industrial attachments and internships, as well as curriculum development, validation, and assessment</b></p> <p><b>Emphasize life skills/21st century skills in development/revision of curricula</b></p> <p><b>Fully implement Competency-based Education and Training (CBET) approach, including orientation of instructors and improved infrastructure in partnership with industry</b></p> <p><b>Encourage and promote African culture and standards in TVET curricula design</b></p>

## Working Sessions, Theme 3: Sustainable Future for the TVET Sector

### Session 1: Coordinating Initiatives & Governance of the TVET Sector

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>Complex fragmentation (multitude of approaches, programmes, curriculums, institutions, etc.)</p> <p>No clear governance of sector</p> <p>Little coordinated effort by international community</p>	<p>Build a coherent structure (policies, implementation, industry involvement, etc.)</p> <p>Systematic involvement of private sector throughout (standards, curricula, training, assessment, etc.)</p> <p>Prioritization of efforts</p>	<p><b>Create venues for sustainable private sector inclusion on all levels, from the beginning. Institutionalise platforms like PWG—agreement between Ministry of Education and private sector</b></p> <p><b>Reconstitute TVET Funding Board as shared responsibility of government and private sector, and driven by private sector</b></p> <p><b>Further clarify governmental roles, coordination structures, and decision-making processes to improve governance efficiency in the sector</b></p> <p><b>Work with informal sector toward formalization to include the sector in the TVET system</b></p>

### Session 2: Leveraging Development Partner Funding with Government Com- mitments and Private Sector Investments

Challenges Identified	Policy Recommendations
<p>Not enough funding for TVET institutions and education for trainers and teachers</p> <p>No sustainable strategy by government</p> <p>Resources and efforts are not coordinated</p> <p>Investments go mostly into universities, not TVET</p>	<p><b>Strive for balanced Public/Private Partnership (PPP) strategies for financing</b></p> <p><b>Make use of multitude of available financing options, e.g., Special Purpose Vehicles (SPV), private equity initiatives from the private sector, and government grants, subsidies, and other assistance packages</b></p> <p><b>Pool resources from government, donors, and the private sector to foster higher-quality training programs, facilities, and instruction</b></p> <p><b>Stimulate investment (by government, from donors, and with private sector contributions) in training and internship programs</b></p> <p><b>Encourage longer-term investments to complete the transformation of the TVET system</b></p> <p><b>Lean on best-practice examples from around the world for transforming the TVET system</b></p>



Panelists during the working session on “Leveraging Development Partner Funding with Government Commitments and Private Sector Investments.” Photo Credit: Claudia Casarotto



Dr. Hildegard Ling nau, German Embassy Nairobi, discusses the sustainability of the TVET sector. © Africa Digital Media Institute

## Working Sessions, Theme 4: Making TVET Relevant to Youth

### Session 1: Rebranding TVET: Making TVET a Viable and Inclusive Option for All

Challenges Identified	Policy Recommendations
<p>Bad image (e.g., dirty hands)</p> <p>Outdated facilities</p> <p>Old curriculum</p> <p>Old equipment and technologies</p> <p>Limited skills of teachers</p> <p>Skills gap with industry</p> <p>CBET and STEM not applied</p> <p>Limited upward mobility and limited career path</p> <p>Biased parents</p>	<p><b>Start re-branding technical and vocational careers in primary school</b></p> <p><b>Create a safe and modern TVET learning environment, with inspiring teachers and projects</b></p> <p><b>Promote and ensure technical and vocational job opportunities to bridge the skills gap</b></p> <p><b>Include career counseling in education reforms to help promote technical and vocational career opportunities and TVET education pathways</b></p> <p><b>Re-brand technical and vocational careers and TVET education by involving the media and devolved governments</b></p> <p><b>Endeavor to change societal mindsets about technical and vocational careers and TVET education through strategic communications over time</b></p> <p><b>Start from the end: stabilize the market to absorb TVET graduates and pay them decent wages</b></p>

### Session 2: Financing a TVET Education: Private Sector Involvement, Loans, Grants, Vouchers, and Scholarships

Challenges Identified	Opportunities Identified	Policy Recommendations
<p>Significant fear of taking loans due to repayment and employment uncertainty</p> <p>Examination cycle and short courses at TVET institutions do not align with HELB and government budget cycles</p> <p>Students at private institutions and colleges not under MOE cannot access HELB financing</p>	<p>Last year, TVET HELB loan capacity was 50k students, but only 12K applied for the 900 M KSh available</p> <p>Public-private partnership for financing through:</p> <ul style="list-style-type: none"> <li>• Course sponsorship</li> <li>• Industry-sponsored students</li> <li>• Voucher system for skills that are in demand</li> <li>• Development agencies</li> </ul>	<p><b>HELB loans should be made available to all TVET students, both public and private institutions, and for short and long courses</b></p> <p><b>Establish reasonable accreditation standards for institutions and programs to ensure quality and employability of graduates</b></p>



## Concluding Session

The concluding session of the Conference featured the remarks of the Hon. Dr. Adan Mohamed, Cabinet Secretary for Industrialization and Enterprise Development, who highlighted the need to focus on small and medium-sized enterprises (SMEs) that engage in industrial processing and manufacturing.

SMEs have been critical for the early stages of industrialization and are typically the largest job creators. Worldwide, SMEs make up over 90 percent of business and account for between 50-60 percent of employment. Hence, developing the skills of youth joining the labor market can both enable the growth of SMEs and support reduction in unemployment among youth.

These remarks were followed by concluding comments from the Permanent Secretary for Vocational and Technical Training of the Ministry of Education, Dr. Dinah Mwinzi, who passionately explained to the industrialists, employers, educationists, and others present where we have gone wrong: by producing, through our educational system, exponentially more supervisors and managers than shop-floor workers. She pleaded that we need to invert these ratios while developing youth and matching them to available placements, as well as creating new jobs where services are required but skills are lacking.

Finally, the concluding session ended with the building of the kind of alliance between public and private partners that the conference is recommending: the signing of a Memorandum of Agreement between the Permanent Working Group on TVET in Kenya (PWG) and the Ministry of Education (MoE), LIWA Programme Trust (LIWA),

Kenya Private Sector Alliance (KEPSA), Kenya Association of Manufacturers (KAM), Kenya National Chamber of Commerce and Industry (KNCCI), and the Federation of Kenya Employers (FKE).

The MOU (see pages 26-27 of this report) aims to build initiatives in support of the following themes:

- Implement evidence-based policies for a successful TVET sector
- Fill the skills gap by working on the supply side of TVET skills to ensure that industry needs are met
- Build close collaborations between governments, the private sector, and development partners to craft a sustainable future for the TVET sector
- Make TVET relevant to all youth through communication and media campaigns that rebrand TVET as a viable and inclusive option and through making it accessible to all youth with support programs for loans, grants, and scholarships



*Dr. Dinah Mwinzi, Permanent Secretary for Vocational and Technical Training of the Ministry of Education, closes the inaugural Hands On The Future National TVET Conference with words of wisdom and inspiration: "Go forth and let's do great things together!"*  
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## Conference Programme | Day I: 26 January 2017

7:30-8:30	<b>Registration of Participants</b>
8:30-9:15	<b>Opening of the Conference: Welcome by Organizers and Keynote Addresses</b>
	<ul style="list-style-type: none"> <li>• MC <ul style="list-style-type: none"> <li>◦ Zawadi Mudibo</li> </ul> </li> <li>• Speakers <ul style="list-style-type: none"> <li>◦ Dr. Kevit Desai, Chairman, Permanent Working Group on TVET</li> <li>◦ Hon. Dr. Cecilia Ngetich, Member of Parliament, Bomet County and Chair, Parliamentary Sub-Committee on TVET</li> <li>◦ Dr. Kipkirui Langat, Director General/CEO, TVET Authority</li> <li>◦ H.E. Jutta Frasch, Ambassador of the Federal Republic of Germany to Kenya</li> </ul> </li> </ul>
9:15-9:45	<b>Overview of the TVET Sector in Kenya &amp; Analysis of Progress of Reforms</b>
	<ul style="list-style-type: none"> <li>• Dr. Dinah Mwinzi, Principal Secretary for Vocational and Technical Training, Ministry of Education</li> </ul>
9:45-10:15	<b>Keynote Addresses #1</b>
	<p><i>“Making TVET Relevant to Youth: From a Dutch Perspective”</i></p> <ul style="list-style-type: none"> <li>• Introduction by: <ul style="list-style-type: none"> <li>◦ H.E. Marielle Geraedts, Deputy Ambassador of the Embassy of the Kingdom of the Netherlands</li> </ul> </li> <li>• Speakers: <ul style="list-style-type: none"> <li>◦ Jeroen van der Zalm, Consultant Programme Coordinator, EP-Nuffic</li> <li>◦ Leonoor Akkermans, Senior Consultant, CINOP Global BV</li> </ul> </li> </ul> <p><i>“Start-Up Capital for Youth: Assessing the Potential of Vocational Training in Kenya and Small Business Grants in Kenya”</i></p> <ul style="list-style-type: none"> <li>• Speaker: Dr. Isaac Mbiti, Assistant Professor of Public Policy and Economics at the Frank Batten School, University of Virginia</li> </ul>
10:15-10:45	<b>Networking Break</b>
10:45-12:00	<b>High-Level Panel Discussion: Reflections on Keynote Addresses &amp; The State of TVET Reforms in Kenya</b>
	<ul style="list-style-type: none"> <li>• Moderator/Chair: <ul style="list-style-type: none"> <li>◦ Prof. Bonaventure Wanjala Kerre, Chairman, Kenya National Qualifications Authority</li> </ul> </li> <li>• Panelists: <ul style="list-style-type: none"> <li>◦ Ndung’u Kahihu, Executive Director, CAP YEI</li> <li>◦ Mike Macharia, CEO, Seven Seas Technologies</li> <li>◦ Karen Freeman, Mission Director, USAID Kenya and East Africa</li> <li>◦ Viktor Karua, Founder &amp; Managing Director, VIKRUT Prerequisites Ltd.</li> <li>◦ Esther Njoroge, TVET Graduate</li> </ul> </li> </ul>
12:00-13:00	<b>Plenary Q&amp;A</b>
	<ul style="list-style-type: none"> <li>• Moderator: MC   Questions from the Plenary Audience to Dr. Kipkirui Langat, Dr. Kevit Desai, Prof. Kerre, and Keynote Speakers</li> </ul>
13:00-14:00	<b>Networking Lunch</b>

14:00-15:30 Working Sessions 1	
	<p><b>Theme 1: Policy Implementation for Successful TVET</b> <i>Session 1: Overcoming Challenges in the Current Policy Dispensation</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator:</b> <ul style="list-style-type: none"> <li>◦ Prof. Gituro Wainaina, Univ. of Nairobi Business School</li> </ul> </li> <li>• <b>Presenters:</b> <ul style="list-style-type: none"> <li>◦ Bashir Mursal, Director of Technical and Vocational Education Training</li> <li>◦ Prof. Dr. Dr. h.c. Thomas Schröder, Chair of International Cooperation in Education and TVET-Systems, Technical University of Dortmund</li> </ul> </li> <li>• <b>Discussants:</b> <ul style="list-style-type: none"> <li>◦ Dr. Susan Ngure, Chairman, Business Administration, Dedan Kimathi University of Technology</li> <li>◦ Prof. Isaac Mbiti, University of Virginia</li> <li>◦ Hon. Cecilia Ngetich, Member of Parliament</li> <li>◦ Dr. Ahmed K. Ferej, TVET Authority</li> <li>◦ Patrick Obath, Associate Director, Adam Smith International—Kenya</li> <li>◦ Agnes Wachie, Chairperson, Kenya Engineering Technologists and Technicians Registration Board</li> </ul> </li> </ul>
	<p><b>Theme 2: Filling the Skills Gap</b> <i>Session 1: Meeting Industry Needs through Occupational Standards</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator</b> <ul style="list-style-type: none"> <li>◦ Prof. Charles Ondieki, Chairman, CDACC</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Mwendia Nyaga, CEO, Oil &amp; Energy Services Ltd.</li> <li>◦ Prof. Ddembe Williams, Director—Technology, Innovations and Strategic Partnerships, KCA University</li> </ul> </li> <li>• <b>Discussants</b> <ul style="list-style-type: none"> <li>◦ Dr. Samuel Obudho, Deputy Director, TVET, Kenya Institute of Curriculum Development</li> <li>◦ Jane Mwangi, Executive Director, KCB Foundation</li> <li>◦ Ehud Gachugu, RTI Kenya Youth Employment &amp; Skills Program</li> <li>◦ Phyllis Wakiaga, CEO, Kenya Association of Manufacturers</li> <li>◦ Paul Kosgei, Director General, National Industrial Training Authority</li> <li>◦ Patricia de Bruijn, Managing Director, Cadena</li> </ul> </li> </ul>
	<p><b>Theme 3: Sustainable Future for the TVET Sector</b> <i>Session 1: Coordinating Initiatives &amp; Governance of the TVET Sector</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator</b> <ul style="list-style-type: none"> <li>◦ Dr. Kevit Desai, Chairman, Linking Industry with Academia</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Dr. Hazel Gachunga, TVET Authority</li> <li>◦ Moritz Schmidt, Colleges and Institutes Canada</li> </ul> </li> <li>• <b>Discussants</b> <ul style="list-style-type: none"> <li>◦ Kiprono Kittony, Chairman of Kenya National Chamber of Commerce &amp; Industry</li> <li>◦ Pius Nduati, CEO, Kenya Accountants and Secretaries National Examinations Board</li> </ul> </li> </ul>
	<p><b>Theme 4: Making TVET Relevant to Youth</b> <i>Session 1: Rebranding TVET: Making TVET a Viable and Inclusive Option for All</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator</b> <ul style="list-style-type: none"> <li>◦ Edwin Tarno, Principal, Rift Valley Technical Training Institute</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Margaret Waithaka, Discover Your Career</li> <li>◦ Dr. Josephine Odera, Director of the Africa Centre for Transformative and Inclusive Leadership (ACTIL)</li> <li>◦ Ronald Simon, Chairman, Devotra</li> </ul> </li> <li>• <b>Discussants</b> <ul style="list-style-type: none"> <li>◦ Joshua Munyao, Program Manager, Network for Youth Empowerment—Kenya</li> <li>◦ Frederick Haga, Senior Assistant Director of Education, Ministry of Education</li> <li>◦ Stephen Samba, Youth Initiative Kenya (YIKE)</li> </ul> </li> </ul>
15:30-16:30 Plenary Session	
	Presentation and Discussion of Results of First Session
16:30-17:00 Wrap-Up and End of Day I	
	Comments from Chairman, Permanent Working Group on TVET
17:00-19:00 Reception	
	Reception and official launch of Colleges and Institutes Canada's Kenya Education for Employment Program (KEFEP), with financial support from the Government of Canada

# Conference Programme | Day II: 27 January 2017

7:30-8:30	<b>Registration</b>	
8:00-8:15	<b>Welcome to Day II</b>	
8:15-8:45	<b>Keynote Addresses #2</b>	
	<p><i>"The Essential Role of the Private Sector in Making TVET Relevant"</i></p> <ul style="list-style-type: none"> <li>• <b>Speaker:</b> Amb. Dennis Awori, Chairman, Toyota Kenya Limited and Chairman, KEPSA</li> </ul> <p><i>"Integrating Work Readiness Life Skills Training and Measurement into TVET Systems in Africa"</i></p> <ul style="list-style-type: none"> <li>• <b>Speaker:</b> Peter Shiras, Executive Vice President, Business Development, International Youth Foundation</li> </ul>	
8:45-10:45	<b>Working Sessions 2</b>	
	<p><b>Theme 1: Policy Implementation for Successful TVET</b></p> <p><i>Session 2: Opening Doors for Linking the Private Sector with Academia</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator:</b> <ul style="list-style-type: none"> <li>◦ Eng. Nebart Muriuki, Ag. Chair, TVET Authority</li> </ul> </li> <li>• <b>Presenters:</b> <ul style="list-style-type: none"> <li>◦ Prof. Suki Mwendwa, Deputy Vice Chancellor, Technical University of Kenya</li> <li>◦ Sylvia Mwangi, McKinsey Generation Project</li> </ul> </li> <li>• <b>Panelists</b> <ul style="list-style-type: none"> <li>◦ Dr. Olunmi Owoso, Secretary General, Commonwealth Association of Technical Universities and Polytechnics in Africa (CAPA)</li> <li>◦ Patrick Karanja, Program Associate, Digital Jobs Africa, Rockefeller Foundation</li> <li>◦ Bentley Wilson, Managing Director, Africa Working Association &amp; Zawadi Impact Ltd.</li> </ul> </li> </ul>	<p><b>Theme 2: Filling the Skills Gap</b></p> <p><i>Session 2: Increasing the Employability of TVET Graduates through CBET Curriculum and 21st Century Skills</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator:</b> <ul style="list-style-type: none"> <li>◦ Peter Shiras, Executive Vice President, Business Development, International Youth Foundation</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Wilfred Kiumi, Founder and Principal, Africa Digital Media Institute</li> <li>◦ Dr. Lawrence Guantai, Ag' CEO, TVET Curriculum Development Assessment and Certification Council (CDACC)</li> </ul> </li> <li>• <b>Discussants</b> <ul style="list-style-type: none"> <li>◦ Eng. Maurice O. Akech, General Manager— Research, Capacity Building and Training, National Construction Authority</li> <li>◦ Prof. Faith Muli, Director, TVETA Board</li> <li>◦ Aregash Asfaw, Team Leader, GIZ E4D SOGA</li> <li>◦ Dr. Lucy Ogol, Deputy Director, Educational Resources, Kenya Institute of Curriculum Development</li> <li>◦ Fatma Rahemtulla, e2e Foundation</li> <li>◦ Khadija Mureithi, TVET Graduate</li> </ul> </li> </ul>
	<p><b>Theme 3: Sustainable Future for the TVET Sector</b></p> <p><i>Session 2: Leveraging Development Partner Funding with Government Commitments and Private Sector Investments</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator</b> <ul style="list-style-type: none"> <li>◦ Suleiman Asman, Country Director, Innovations for Poverty Action, Kenya</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Luke Ombara, Director, Regulatory Policy and Strategy, Capital Markets Authority</li> <li>◦ Mutheu Kasanga, Chairperson, KEPSA Education Sector Committee</li> </ul> </li> <li>• <b>Panelists</b> <ul style="list-style-type: none"> <li>◦ Adj. Prof. Dr. Hildegard Lingnau, Head of Development Cooperation, German Embassy Nairobi</li> <li>◦ Dr. Kipkirui Langat, Director General/CEO, TVET Authority</li> <li>◦ Wayne Glen Kleynhans, Technical Training Manager, Kronos LCS Centre EA Ltd.</li> <li>◦ Capt. Dave Muli, Head of Maritime Safety Department, Kenya Maritime Authority</li> </ul> </li> </ul>	<p><b>Theme 4: Making TVET Relevant to Youth</b></p> <p><i>Session 2: Financing a TVET Education: Private Sector Involvement, Loans, Grants, Vouchers, and Scholarships</i></p> <ul style="list-style-type: none"> <li>• <b>Moderator</b> <ul style="list-style-type: none"> <li>◦ Dr. Beth Waweru, General Manager, Climate Change, Strategic Partnerships and Collaborations, Equity Group Foundation</li> </ul> </li> <li>• <b>Presenters</b> <ul style="list-style-type: none"> <li>◦ Charles Ringera, CEO, Higher Education Loans Board</li> <li>◦ Catherine Nyambala, Director, STEM Africa</li> </ul> </li> <li>• <b>Panelists</b> <ul style="list-style-type: none"> <li>◦ Carlos Madjri Sanvee, Africa Alliance of YMCAs</li> <li>◦ Benjamin Mutie, Chairman, Kenya National Association of Private Colleges</li> <li>◦ Jeff Kariuki, Chairman, The Kenya Association of Technical Training Institutions</li> <li>◦ Benard Irungu, TVET Graduate</li> </ul> </li> </ul>

10:45-11:30	<b>Reports and Recommendations from the Working Sessions</b>
	Plenary Question and Answer Session
11:30-12:00	<b>Closing Session</b>
	<ul style="list-style-type: none"> <li>• Dr. Julius M. Muia, CEO, Vision 2030 Delivery Secretariat</li> <li>• Dr. Dinah Mwinzi, Principal Secretary, Ministry of Education</li> </ul>
12:00-13:00	<b>Opening of the Kenya Skills Show</b>
	The Skills Show was officially opened by: Dr. Julius M. Muia, CEO, Vision 2030 Delivery Secretariat; Dr. Dinah Mwinzi, Principal Secretary, Ministry of Education; Dr. Kipkirui Langat, Director General/CEO, TVET Authority; and Dr. Kevit Desai, Chairman of the PWG.



Professor Charles Ondieki (left, speaking) and Mwenda Nyaga (CEO, Oil & Energy Services Ltd.) during a conference working session. © Africa Digital Media Institute



A view of the conference plenary in session inside the KICC auditorium. © Africa Digital Media Institute

# Kenya Skills Show

The Kenya Skills Show, held on Friday 27 and Saturday 28 January, was the first-ever national skills and career event in Kenya. Attended by approximately 3,000 youth, their parents, and the general public, the Skills Show featured “hands-on” exhibits to expose youth to the multitude of technical and vocational career choices and training opportunities that are readily available to gain the necessary skills to increase their employability.

A total of 122 exhibitors participated, including public and private TVET institutions from throughout the country, as well as industry, government agencies, NGOs, and development partners. They showcased a multitude of TVET-related programs and life skills and entrepreneurship training offerings in the KICC Courtyard and the Tsavo Ballroom. Dozens of sectors were represented, including agriculture and livestock, automobile mechanics, building and construction, digital production, electrical and solar installation, entrepreneurship, fashion design, graphic design, hairdressing and beauty, heavy machine operation, hospitality and

catering, oil and energy, photography, and robotics and mechatronics.

In addition to the exhibits, the Show also featured over 50 seminars and mini-training sessions allowing young people and their parents to learn about careers pathways in various fields. In addition, sixteen professional career guidance counselors were on hand to speak to them about their career options and aspirations, and help them begin charting a course for their future.

A special commemorative issue of X News for the Kenya Skills Show 2017. View online at: <https://view.publitas.com/pwg/hands-on-the-future-x-skills>

- **Attendees:** Approximately 3,000
- **Demographics of Attendees\***
  - Current Students — 47%
  - Professionals — 27%
  - Curiosity Seekers — 14%
  - Potential Students — 9%
  - Parents of Potential Students — 3%
- **Average Age:** 20-25 years old
- **Average Level of Appreciation:** Loved it!

\* Of 1,017 participants surveyed



Young Kenyans expressed their dream jobs at the Skills Show. © Versatile School of Photography

## Exhibitors

ABNO Softwares International  
Academy of Graphic Technologies  
Africa Alliance of YMCAs  
Africa Digital Media Institute  
Aldai Technical Training Institute  
Bondo Technical Training Institute  
Bosch  
Brood Bread  
Cadena IDP  
CAP Youth Empowerment Institute  
Capital Markets Authority  
Careerpedia/Storymoja  
Centum Learning Limited  
Coast Institute of Technology  
Colleges and Institutes Canada  
Companionship of Works Organization  
Devotra  
East Africa School of Aviation  
Eldoret National Polytechnic  
Equity Bank  
Ghetto Radio  
GIZ E4D SOGA  
Global Communities  
Godoma Technical Training Institute  
Gusii National Polytechnic  
Higher Education Loans Board (HELB)  
Imani Marianists Maria Training Center  
Innovations for Poverty Action  
International Youth Foundation  
Jeremiah Nyagah Technical Training Institute  
Juja Farm Vocational Training Centre  
Kabete National Polytechnic  
Kaiboi Technical Training Institute  
Kamirithu Vocational Training Centre  
KCB Foundation  
Kenya Accountants and Secretaries National Examinations Board (KASNEB)  
Kenya Association for Certified Training Providers for Industry (KACET)  
Kenya Coast National Polytechnic  
Kenya Institute of Management  
Kenya Institute of Mass Communication  
Kenya Literature Bureau  
Kenya Maritime Authority  
Kenya Universities and Colleges Central Placement Service (KUCCPS)  
Keroka Technical Training Institute  
Kilimambogo Highways Building & Technology College

Kisiwa Technical Training Institute  
Kisumu National Polytechnic  
Kitale National Polytechnic  
Machakos Technical Institute for the Blind  
Mathenge Technical Training Institute  
Mcensal School of Fashion Design  
Meru National Polytechnic  
Ministry of Agriculture  
Ministry of Education  
Morendat Institute of Oil & Gas  
Mukiria Technical Training Institute  
Nairobi County Vocational Training Centre  
Nairobi Technical Training Institute  
National Construction Authority  
National Industrial Training Authority  
National Youth Service School of Agribusiness  
National Youth Service School of Construction  
National Youth Service School of Engineering  
National Youth Service School of Enterprise & Technology  
National Youth Service School of Hospitality  
Nkabune Technical Training Institute  
Nkubu Vocational Training Centre  
North Eastern Province Technical Institute  
Nyandarua Technical Training Institute  
Nyeri National Polytechnic  
Oil & Energy Services Ltd  
Ol'lessos Technical Training Institute  
Railway Training Institute  
Ramogi Institute of Advanced Technology  
Rift Valley Technical Training Institute  
Save the Children  
Senior Experten Service  
Seven Seas Technologies  
Sigalagala Technical Training Institute  
Taita Taveta Institute  
Thika Technical Training Institute  
Thogoto Vocational Training Centre  
Toyota Kenya Academy  
TVET Authority  
Vera Beauty and Fashion College  
Versatile School of Photography  
Wote Technical Training Institute  
X News  
Youth Support Kenya

### **Dutch Pavilion:**

Baraka Agricultural College  
Bukura Agricultural College  
CINOP Global  
EP-Nuffic  
Kenya School of Agriculture  
Kenya Water Institute  
Latia Resource Centre  
Linking Industry With Academia  
MDF Consultancy  
Royal Netherlands Embassy

### **Mechatronics Display:**

Centurion  
Coca Cola Beverages Africa  
Krones

### **Strathmore Educational Trust & Partners:**

Eastlands College of Technology  
Simba Corporation  
St. Josephs Nyangoma Technical Training Institute  
St. Kizito Vocational Training Institute

### **Robotics Display:**

Kenya Technical Trainers College  
Masai Technical Training Institute  
PC Kinyanjui Technical Training Institute  
Sang'alo Technical Training Institute

### **USAID Partners:**

Centre for Health Solutions—Kenya (TB Accelerated Response and Care)  
Deloitte (YALI/RLC)  
IMA World Health (Afya Jijini)  
Land O'Lakes (KFIE)  
McKinsey Social Initiative (Generation Kenya)  
PS Kenya (Kukachora)  
RTI International (K-YES)

### **Career Corner:**

AfriServe Consulting  
Careerpedia/Storymoja  
Discover Your Career  
eMentoring Africa  
Senior Experten Service  
Student Counsellors Kenya  
Whole & Wellness

## The Faces of the Kenya Skills Show



Photos from the Kenya Skills Show, where TVET institutions and companies showed attendees what they offer.  
Top left: © Versatile School of Photography; All other photos: © Africa Digital Media Institute





# Kenya Skills Show



Photos from the Kenya Skills Show, where TVET institutions and companies showed attendees what they offer.  
 Bottom left: Claudia Casarotto; Top right: © Versatile School of Photography; All other photos: © Africa Digital Media Institute

# Memorandum of Agreement

between the

**Permanent Working Group on TVET in Kenya (PWG) and Ministry of Education (MoE) & LIWA Programme Trust (LIWA) & Kenya Private Sector Alliance (KEPSA) & Kenya Association of Manufacturers (KAM) & Kenya National Chamber of Commerce and Industry (KNCCI) & Federation of Kenya Employers (FKE)**



## Purpose

The purpose of this Memorandum of Agreement (MOA) is to provide for a collaboration framework for private sector's participation in the transformation of the Technical and Vocational Education and Training (TVET) sector in Kenya.

## Background

In 2014, the Permanent Working Group (PWG) was conceived by key stakeholders in the private sector, government, and development partners. The caucus responds to the need to address the mismatch between the private sector demand and TVET skills produced in the market. The PWG is a member organization with over 100 members from private sector, TVET institutions, universities, development partners, not-for-profit organizations, and other TVET stakeholders.

**The Ministry of Education, Science and Technology** is responsible for national policies and programmes that help Kenyans access quality and affordable school education, post-school, higher education and academic research.

**LIWA** is a regional platform that creates and institutionalizes linkages between private sector, government, and academia (universities and TVET institutions) to promote relevance and quality of skills, education, and research.

**KAM** is the representative organization for manufacturing value-add industries in Kenya. KAM provides an essential link for cooperation, dialogue, and understanding with the government by representing the views and concerns of its members to the relevant authorities.

**KEPSA** is the private sector apex and umbrella body set up in 2003, to bring together the business community in a single voice to engage and influence public policy for an enabling business environment.

**KNCCI** is a membership-based trade support institution working to protect commercial and industrial interests of the Kenyan business community. KNCCI advocates for the creation of a favorable commercial, trade, and investment environment that supports enterprise expansion.

**FKE** is a national umbrella body and the voice of employers in Kenya. It serves as a platform for the articulation of key concerns of the employers in Kenya in the areas of socio-economic development.

## Responsibility

All parties herein agree to cooperate on issues of Access, Equity, Quality, and Relevance in Technical and Vocational Education and Training towards transformation of Kenya's National TVET System. The parties agree to support private sector-government-TVET initiatives under the following themes:

- **Implement evidence-based policies for a successful TVET sector**

- Based on joint consultation, critically analyze gaps and implement comprehensive policies that can overcome challenges in the current policy dispensation
- Commit to facilitating linkages between the industry/private sector, academia, and TVET institutions by implementing new or fostering existing attachment programmes and innovative exchange initiatives
- Any other falling within this theme

- **Filing the skills gap**

- Support, develop, and actively participate in Sector Skills Advisory Committees, including participating in any relevant committees
- Cohesively work on the supply side of TVET skills to ensure that industry needs are met through adequate occupational standards
- Any other falling within this theme

- **A sustainable future for the TVET sector**

- Collaborate through PWG initiatives and governance of the TVET sector in order to streamline projects and programmes so as to avoid duplication of efforts and wastage of resources

- Leverage development partner funding with government commitments and private sector investments to ensure consistent and well-prioritized investments in the sector
- Any other falling within this theme

- **Making TVET programmes relevant to all youth**

- Rebrand TVET: enhance the image and reputation of TVET through media campaigns to make it attractive to the youth as a suitable place to build a career and a number-one choice for higher education needs
- Support programmes aimed at providing loans, grants, and scholarships to TVET students based on the agreed guidelines
- Any other falling within this theme

The Agreement is not legally binding and the collaboration and partnership is based on the assessment of the continuing value of the Agreement by all parties.

**The Permanent Working Group will be central in the coordination of this collaboration and partnership.**



*The signing ceremony of the Memorandum of Agreement. © Africa Digital Media Institute*

## About the Organizers

### Permanent Working Group on Technical and Vocational Education and Training

As one of the leading economies in sub-Saharan Africa, Kenya's economy has grown by an average of over 5% in the last years. Kenya's private sector is driving this economic success. Despite these success stories, this growth is not sufficient to create enough jobs for young people in Kenya. Yet both local and foreign companies are struggling to find skilled workers, which impinges economic growth.

Within this landscape, various stakeholders met in the 1st Kenyan-German Vocational Education and Training Conference in early 2014 to discuss solutions and a way forward. Representatives from the private sector, public sector, development partners, training institutions and initiatives, and research institutions as well as associations decided that a platform is needed to foster this exchange and develop solutions together. Thus, the Permanent Working Group on Vocational Education and Training (PWG) was created.

PWG works within the framework of Kenyan reform processes. The Vision 2030 Session Paper No. 14 of 2012 has identified a number of challenges that are facing the TVET sector, such as: curriculum issues, instruction design and assessment, management and organization, qualified trainers, inflexibility of training programs, lack of framework on linkage between training institutions and the industry, negative perception and poor image of TVET, weak coordination on quality assurance across TVET institutions domiciled in other state departments and ministries, lack of uniformity in qualifications, and low financing of TVET, among others.

Having started with about 25 stakeholders, PWG has grown to a platform of about 100 members. In the three to four platform meetings each year, various issues such as government reform and private sector initiatives as well as the image problem of vocational training in Kenya are discussed. Members actively exchange and form partnerships among each other to start initiatives and projects. The concept of the Hands On The Future National TVET Conference and Skills Show was developed by the members of PWG in cooperation with TVETA to promote policy debate and dialogue on the various thematic areas, to redefine roles, and to create synergies and foster collaborations among TVET stakeholders in Kenya. The event, together with the Kenya Skills Show, was the biggest event organized by PWG so far.

### The TVET Authority (TVETA)

To address the challenges identified in Sessional Paper No. 14, 2012 and ensure compliance with the Kenya Constitution, 2010, the Technical and Vocational Education and Training Authority (TVETA) was formed by the TVET Act, 2013, as a government institution within the Ministry of Education, to be a catalyst in the achievement of the Kenya Vision 2030 development blueprint.

Similarly, the adoption of the UN Sustainable Development Goals (SDGs) requires all TVET players to realign their strategies on two relevant goals: Goal 4 – Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all; and Goal 8 - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

The Mission of TVETA is to regulate and coordinate technical and vocational education and training in the country through registration and licensing of institutions and trainers, and the development of standards and guidelines to produce globally competitive human capital in Kenya. TVETA also ensures harmonization and coordination of programs by standardizing the quality and relevance of training in TVET institutions.

As a regulatory agency, TVETA works to promote access and relevance of training programmes within the framework of the overall national socio-economic development plans and policies.

Some key functions of its mandate include:

- Prescription of minimum criteria for admission to training institutions and programmes in order to promote access, equity, and gender parity;
- Establishment of a training system which meets the needs of both the formal and informal sectors;
- Liaison with the national and county governments and with the public and private sectors on matters relating to training; and
- Assurance of the maintenance of standards, quality, and relevance in all aspects of training, including training by or through open, distance, and electronic learning.

Further information about the functions and activities of TVETA, including the requirements for registration of TVET institutions, can be found online at: [www.tvetauthority.go.ke](http://www.tvetauthority.go.ke)

**Join us at:** [www.tvetinkenya.net](http://www.tvetinkenya.net)  
and [www.handsonthefuture.org](http://www.handsonthefuture.org)

**Twitter:** @TVETinKenya

**Facebook:** [facebook.com/HandsOnTheFuture](https://facebook.com/HandsOnTheFuture)

## Acknowledgements

The organization of an event of this magnitude is always an engaging, fast-paced, interesting (and sometimes stressful!) adventure because of all of the very small details and very important issues that need to be planned and managed.

We would like to thank all of the members of the Permanent Working Group on TVET for their support of this undertaking. In particular, we thank the members of the Conference Steering Committee for dedicating a considerable amount of time and energy to the planning of this Conference:

- Dr. Kevit Desai (LIWA)
- Ms. Sharleen Muthoni (LIWA)
- Dr. Kipkirui Langat (TVETA)
- Ms. Susan Njagi (TVETA)
- Ms. Maren Diale-Schellschmidt (Delegation of German Industry and Commerce in Kenya)
- Ms. Marah Köberle (Delegation of German Industry and Commerce in Kenya)
- Mr. Thomas Dünwald (Delegation of German Industry and Commerce in Kenya)
- Dr. Claudia Casarotto (Innovations for Poverty Action)
- Mr. Kevin Doyle (Hands On The Future Director)
- Ms. Margaret Muriuki (BDazzled)

A particular note of thanks goes to Mr. Kevin Doyle, Chief Executive Director of the Hands On The Future National TVET Conference & Kenya Skills Show 2017, who tirelessly worked to bring all of this together.

Such a large event would not have been possible without the financial commitment of all of our sponsors (please see full list the back cover of this report) and without the support and endorsement of the Office of the Deputy President, the Ministry of Education, the Office of the Principal Secretary of Vocational and Technical Training, and the TVET Authority.

A warm thank goes to BDazzled Eventz, whose staff managed the myriad event logistics for the Hands On The Future Conference & Kenya Skills Show 2017.

Both the Conference and Skills Show included a considerable communication and outreach effort, and we thank Luke Mulunda for coordinating the communications around the event. We are also grateful to our media partners, Ghetto Radio, X News and The Standard Newspaper, who allowed us to reach out to thousands of people about this event and the important role of TVET for our youth, for industry, and for our nation.

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Finally, we would like to sincerely thank all of our partners, collaborators, and vendors for their contributions in making this event possible. And a special thank you to our speakers, moderators, panelists, discussants, and our participants.





Kenya Skills Show

JIPE SHUGHULI, JIJENGE

Kenya Skills Show

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