

The launch of the 'Call for Proposals for Large Scale Skills Development Projects - SIFA Window 1'

MESSAGE FROM PRINCIPAL SECRETARY, STATE DEPARTMENT FOR VOCATIONAL AND TECHNICAL TRAINING



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The launch of the 'Call for Proposals on Large Skills Development Investment Projects - SIFA Window 1' in Kenya is an important occasion for the Technical and Vocational Education and Training (TVET) fraternity.

The Skills Initiative for Africa (SIFA) is an initiative of the African Union Commission (AUC) supported by the German Government, to strengthen occupational prospects of young people in Africa. Under the SIFA, a financing facility for Skills Development has been established and is implemented by the AU's New Partnership for Africa's Development (AUDA-NEPAD), with financing from German Government through KfW Development Bank.

The financing facility for Skills Development is designed to coherently address the common challenges in skills development by upskilling and/or disseminating local best practices. This is done through supporting innovative and sustainable approaches to foster the employment and entrepreneurship of the youth, women and vulnerable groups including refugees, migrants and internally displaced persons.

Considering the competing funding obligations, the Government appreciates financial assistance from our development partners and the private sector. The SMEs and industries have opened doors to our trainees to offer the much needed practical experience during internships. We thank the African Union (AU) through the New Partnership for Africa's Development (AUDA-NEPAD) and the Government of Germany for this funding facility.

Technical and Vocational Education and Training (TVET) constitutes any form of education, training and learning activity leading to the acquisition of practical knowledge, understanding and skills relevant for gainful economic engagement, both formal and informal. A quality and relevant TVET system is critical

for national economic growth as well as holding a strategic position in effective implementation of the "Big Four" Agenda.

To change these social perspectives and unlock the potential of Technical and Vocational Education in the country, the Ministry has embarked on TVET reforms and frequent campaigns to turn around the potential learners' perspectives.

To ensure that training in TVET is relevant, accessible and of high quality, the Government has created and empowered various bodies. These include, the Technical and Vocational Education and Training Authority (TVETA), which is mandated to regulate and standardize, training in the country through monitoring and evaluation, licensing, registration and accreditation of programs, institutions and trainers; The TVET Curriculum Development Assessment and Certification Council (CDACC), to address issues on syllabus for the training institutions, examination, assessment and competence certification and The Kenya National Qualification Authority (KNQA), to establish a framework for defining the various levels of qualifications and competencies, as well as set admission requirements for all qualifications.

In order to establish a strong and vibrant TVET System, the Ministry of Education is implementing several reforms through National Dialogue on TVET. These include; Implementing a Competency Based Education and Training (CBET) Curriculum to allow for flexibility and responsiveness to the changing needs of the labor market, establishing Linkages and partnerships with productive sector and Building

capacity of the entire TVET Governance system to enhance efficiency and effectiveness.

To enhance access and equity, every Constituency, is earmarked to have a Technical Training Institute (TTI). Currently, 129 TVCs and 4 Special Needs TVCs are operational. The remaining 72 constituencies are earmarked for establishment of TVCs. In addition, there are 850 Youth Polytechnics and 11 National Polytechnics that are operational.

Other reforms include; Transfer of Trainers from TSC to the Public Service Commission (PSC) for effective and efficient management, Implementation of the Technical Trainer's Scheme of Service, Enhanced Government capitation and allocation of HELB Loans to TVET trainees for purposes of lowering the cost of training in TVET programmes.

The Ministry has currently embarked on promoting TVET trainee placement through Kenya Universities and Colleges Placement Services (KUCCPS) to 150,000 students who completed KCSE examinations and were not placed in Universities into Vocational and Technical Training Institutes. This will ensure that every young Kenyan is competent and sufficiently skilled.

Finally may I take this opportunity to thank the German Government through the African Union Development Agency (AUDA-NEPAD), the productive sector and other social welfare communities for continually partnering with the Ministry of Education in philanthropic activities, especially those geared towards supporting the ongoing TVET reforms. We are ready to embrace all those who are in support of improving TVET.

MESSAGE FROM GERMAN AMBASSADOR TO KENYA



MRS. ANNETT GÜNTHER,
German Ambassador to Kenya

During the past years, many African countries have shown an above-average economic growth. In order to sustain and increase this growth, well-educated workers will be a core prerequisite. In contrast to the industrialised countries of Europe and Asia, which have to cope with demographic change, Africa has a great potential of young workers. Every year more than 20 million people finish school and start to look for a job. But the growing level of youth unemployment also becomes a fundamental challenge to many countries. In fact, 60 % of all unemployed people in Africa are nowadays under the age of 25.

Hence, both developments - the growing number of unemployed young people and the need of growing African economies for well educated and trained work force - must be matched in a sensible way. The African Union (AU) and the German Government have therefore identified the improvement of youth education - particularly Technical Vocational Education and Training ("TVET") - as a key concern at a continental level. Despite their individual motivation, young peoples' skills too often do not meet the needs of a modern labour market. Here, the involvement of the private sector is essential in order to ensure that the emerging workforce meets the employers' needs. In turn,

the private sector may contribute in technical and financial terms to an education that meets its demand.

The Skills Initiative for Africa, launched today in Nairobi, specifically wants to address these challenges. It was initiated by the African Union Development Agency and with support from the German Government. The Initiative's objective is to increase social and economic perspectives for young women and men in Africa. It follows a competitive, innovative and private sector oriented approach by which public and private institutions propose their projects to a special funding facility. The winning proposals receive grant funding. Furthermore, an online platform (www.nepad.org/skillsportalfor youth) serves as a knowledge repository to share and replicate promising approaches in skills development throughout the continent.

There are in fact already a number of positive examples: South Africa, for instance, has already put in place a comprehensive set of policies and gained broad experiences in TVET. And we should also congratulate Kenya on being selected as a pilot country alongside South Africa, Tunisia, Nigeria, Cameroon, Ghana, Ethiopia and Togo. Germany is firmly committed to the implementation of the Skills Initiative for Africa and has made available 65 million Euros for the financing facility and its projects as well as 9 million EUR for technical assistance. The European Union will soon join this promising initiative by providing additional funding.

Here in Kenya, a good example for enhancing Technical and Vocational Training is the German bottling company Kronen with its training programme in Thika. The curriculum development was supported by funds from the German Government. The company takes on board around 10 apprentices every year and trains them in their own laboratories. After two years, some of them continue to work for Kronen in the region, others make their fortune with different companies. So far every graduate was in fact able to obtain an employment.

Within our bilateral development cooperation we want to build on such examples. This is why TVET and Youth Employment, besides Agriculture, are going to be our focus areas over the next years. German funding shall help to upgrade three existing Technical Institutes in Nairobi, Kiambu and Thika. And we are also working together with more than 20 companies in the area - Kenyan, German and International - which have declared their willingness to take on board apprentices. Furthermore, the Kenyan and German Governments are holding talks on the foundation of a joint Institute for Applied Sciences. Once established, it would provide another opportunity to young people from the region to study technical courses according to German curricula and to connect their studies with practical research in companies.

All these current initiatives correspond to the main objective of the Skills Initiative launched today, that is to bring the public and private sector together for the benefit of African youth. So let me encourage everyone reading this text to also apply for funding from the Skills Initiative Facility for their own, new innovative TVET Project!

MESSAGE FROM THE DIRECTOR OF TVET



DR. MESHACK C. OPWORA, PHD
Director, TVET, State Department
of Vocational and Technical
Training,
Ministry of Education

The Skills Initiative for Africa (SIFA) is an initiative of the African Union and supported by the German Government to strengthen occupational prospects of young people. Under SIFA, a Financing Facility for Skills Development has been established, and it is being implemented by the AU's New Partnership for Africa's Development (AUDA-NEPAD), with financing from the German Government through KfW Development Bank.

Indeed, in the area of technical and vocational education and training, Germany continues to inspire Kenya's efforts at mainstreaming the TVET in National Development. On the wider, continental front, Germany is playing a leading role in skills development through its partnership with AUDA-NEPAD by providing funding on a competitive basis for the implementation of innovative and sustainable skills. This partnership will chalk important success in ensuring that young Africans are tooled with the requisite skills set in TVET.

Over the past few decades, technical and vocational education & training (TVET), technology and skills training have catapulted Far East countries into industrial giants, leaving their African

counterparts behind. They have relied almost entirely on the knowledge industry to transform the fortunes of their people. Indeed, for countries like Kenya and other African countries that abound in unlimited and a diversity of natural resources, we have run out of excuses to explain our continued economic stagnation and stunted growth. Africa has the youngest population among all continents. Half of the region's population is under 25 years of age, but Sub-Saharan Africa is home to the world's poorest population and high unemployment levels.

This dilemma should challenge us to discover and activate the missing link in our value chain: namely the content of education and training; and more specifically the lip service we have paid to technical and vocational education all these years.

It is for this reason that the government is heavily investing in TVET to ensure that the country produces a critical mass of artisans, technicians and technologists who will see the transformation of this country into middleincome industrializing economy as envisaged in Vision 2030. This is in line with the Global UN Sustainable Development Goals (SDGs) and the current Government 'Big Four' development agenda of ensuring the country is food secure, provides affordable decent housing, affordable universal health care and supports the manufacturing sector to produce jobs in order to reduce poverty and unemployment.

The Government is currently implementing competency based education and training (CBET) curriculum for training in technical education. This curriculum ensures that learners are assessed on acquired competencies as opposed to the knowledge based training.

There is an urgent need to establish a pool of high-quality TVET institutions in Kenya with greater links to industry and aligned to labor markets. This is with a view to improve the skills profile, employability and entrepreneurship of especially youth and women, and closing the skills gap across the country.

The long-term challenges and possibility to grow and prosper in a rapidly evolving world requires skills that prepare young people for decent jobs, so that they can thrive and participate fully in society.

Africa is supporting the youth to acquire employable skills through TVET programmes. It is within this framework that the African Union Commission has developed a continental strategy to revitalize TVET in Africa. The Strategy is grounded on an approach based on skills for creating jobs through promotion of TVET programmes.

The growing youth unemployment poses a fundamental challenge for the country. In total, around 60 percent of unemployed people are under the age of 25 and young women are the majority. Even though access to quality education and appropriate job opportunities are essential for the reduction of poverty, educational programmes with a practical orientation are also hard to come by. In the same vein, there is a high demand for market oriented skills from both the public and private sector.

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MESSAGE FROM DIRECTOR, KfW OFFICE NAIROBI



DR. KLAUS LIEBIG
DIRECTOR, KfW OFFICE NAIROBI

Africa is currently facing a continental challenge on youth and employment:

- We see a growing level of youth unemployment: average age in Africa 19 years, 41% under 15 years old, who will soon try to find a job.

- At the same time, industries need well-educated workers for sustained growth, which is a huge potential!

The African Union and Germany have therefore intensified cooperation in the field of education and employment, by establishing the **Skills Initiative for Africa (SIFA)**. Germany has made available 74 million EUR for the Project, complemented by funds from the Member States of the African Union.

As part of the Skills Initiative, the African Union Development Agency (AUDA) and KfW have set up a **Financing Facility**. It honors improved, innovative TVET approaches across the continent with grant funding.

The Financing Facility is implemented by AUDA with funding from Germany through KfW. We would like to take this occasion to **thank AUDA** for our excellent cooperation in this Project.

We are particularly proud to be one of your major cooperation partners in this **eventful**

period, where the African Union has officially confirmed the **establishment of the AUDA** as the African Union Commission (AUC) implementing agency of the African Union.

Today, AUDA and the Government of Kenya open the **second call for proposals** under this Facility. Grants will be provided on a competitive basis for the best approaches.

So please feel encouraged to apply, if your company or agency wants to implement a TVET project that

- combines the knowhow from employers and training institutes, from the public as well as from the private sector

- harnesses **local know-how** as well as **international best practices** by cooperating with local and with international actors,

- strengthens your **sustainable business model**,

- creates more and better employment perspectives particularly for **women and girls**,

It is worth the effort: the winner will be granted up to 3 millionn EUR for infrastructure, equipment and further needs of your training facility.

Congratulations to Kenya for having been selected as one of the eight pilot countries for the Skills Initiatives.

Launch of SIFA Funding Window 1 to Foster Youth Employment in Kenya

The Skills Initiative for Africa has launched a program designed to address skills development and youth employment in Kenya. SIFA - Skills Initiative for Africa is an initiative of the African Union Commission (AUC) and the African Union Development Agency-NEPAD (AUDA-NEPAD) supported by the German Government to strengthen occupational prospects of young people in Africa. Under SIFA, KfW supports a Financing Facility for Skills Development to provide funding on a competitive basis for the implementation of innovative and sustainable skills development initiatives. The second pillar of SIFA is a technical assistance program supported by GIZ to strengthen private sector engagement. SIFA aims to foster the employment and entrepreneurship of youth, women and vulnerable groups including refugees, migrants and internally displaced persons, the disadvantaged and disabled.

The SIFA Financing Facility for Skills Development addresses the common challenges in skills development in Africa by up scaling and/or disseminating local best practices and supporting innovative and sustainable approaches. It is for initiatives, which directly engage the private sector, address market needs, and can have a regional impact. Initiatives must align with national strategies with the perspective of improving quality-based employment-oriented skills development.

In Kenya the SIFA Financing Facility is launching a call for proposals under Funding Window I for large skills development investment projects proposed by Kenyan technical and vocational training entities in partnership with private sector companies.

Eligible applicants are public or accredited private Kenyan TVET institutions, including accredited training providers, in partnership with public or private enterprises and companies.

The Grant amount per project under this Funding Window is up to 3 million Euros.

The technical assistance programme works hand in hand with the Finance Facility is to collate and disseminate good practice examples of African skills development projects. These are available on the AUDA-NEPAD's platform African Youth platform for Youth Employment and Entrepreneurship

The Government of Kenya recognizes TVET as one of the subsectors of education and training with great potential to transform the growth of all the sectors of the economy. The TVET sub-sector plays a key role as a producer and supplier of all the technical and vocational skills that are required in manufacturing, extraction, agro-processing, infrastructure and energy production, which are the key ingredients to economic development.

The government is heavily investing in TVET to ensure that the country produces a critical mass of artisans, technicians and technologists who will see the transformation of this country into middle-income industrializing economy as envisaged in Vision 2030.

To upscale the generation of important skills in the labor market, the Government has embarked on ambitious reforms in TVET which include increasing access through provision of training spaces (TVET institutions), provision of modern training equipment, curriculum review and capacity building of trainers to ensure quality and relevance of TVET.

The government has also set up the oversight and regulatory agencies: They include TVET Authority (TVETA) to accredit institutions and assure quality in TVET, and TVET Curriculum Development, Assessment and Certification Council (CDACC) to be in-charge of development and reform of TVET curriculum from supply to demand driven Competency Based Education and Training (CBET), and the Kenya National Qualifications Authority (KNQA) to develop and implement the Kenya National Qualification Framework.

Other government interventions include increased public spending on technical education and training

intended to facilitate recruitment and of training instructors, creation of new training institutes, ensuring that TVET is certified, payment of capitation grants and assessing the development of the new curriculum. Moreover, all trainees joining TVET through Kenya Universities and Colleges Placement Service (KUCCPS) are eligible to Sh 30,000 bursary each year and a government loan through Higher Education Loans Board (HELB) amounting to Sh 40,000 per year.

With these efforts, according to the Kenya National Bureau of Statistics (KNBS), student enrolment in TVET doubled from 127,691 in 2012 to 275,139 in 2017. Male enrolment increased from 68,386 in 2012 to 125,291 in 2017 whereas female enrolment increased from 45,452 in 2012 to 101,356 in 2017.

The implementation of the Big Four Agenda (manufacturing, affordable housing, universal health coverage and food security) has potentially increased demand for technical skills. Under the manufacturing sector, the government seeks to increase manufacturing contribution to GDP from the current 9.2 percent to 20 percent by 2022.

The guaranteed demand for the skills offered by the increased TVET institutions will provide an incentive of employability in the job market upon completion of the course. The engineering field is one of the fields of study that are key in achieving the envisaged industrialization to make Kenya a middle-income country by 2030. However, having few technical individuals in the specialty has undermined the sector's ability to meet the market skills mix target of 1:3:12:60 for engineers, technologists, technicians and artisans and it is estimated there is a shortage of 30,000 engineers, 90,000 technicians and 400,000 artisans.

The SIFA Financing Facility for Skills Development has come at an appropriate time to support TVET institutions and private sector implement employment-oriented skills development initiatives and contribute to the attainment of the Big Four Agenda through provision of well-trained human resource.

