



Kenya Skills Show



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

Proceedings and Recommendations

26-28 January 2017

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

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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.

I. Policy Implementation for Successful TVET	II. Filling the Skills Gap
1. Overcoming challenges in the current policy dispensation 2. Opening doors for linking industry/private sector with academia	1. Meeting industry needs through occupational standards 2. Increasing the employability of TVET graduates through CBET curriculum and 21st century skills
III. A Sustainable Future for the TVET Sector	IV. Making TVET Relevant to Youth
1. Coordinating initiatives and governance of the TVET sector 2. Leveraging development partner funding with government commitments and private sector investments	1. Rebranding TVET: making TVET a viable and inclusive option for all youth 2. Financing a TVET education: loans, grants, vouchers, and scholarships

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

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 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 communication and media campaigns that rebrand TVET as a viable and inclusive option and through making it accessible to all youth with support programmes for loans, grants, and scholarships.



[Photo caption here]
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Conference Programme | Day I: 26 January 2017

7:30-8:30	Registration of Participants	14:00-15:30	Working Sessions 1
8:30-9:15	Opening of the Conference: Welcome by Organizers and Keynote Addresses		
	<ul style="list-style-type: none"> • MC <ul style="list-style-type: none"> ◦ Zawadi Mudibo • Speakers <ul style="list-style-type: none"> ◦ Dr. Kevit Desai, Chairman, Permanent Working Group on TVET ◦ Hon. Dr. Cecilia Ngetich, Member of Parliament, Bomet County and Chair, Parliamentary Sub-Committee on TVET ◦ Dr. Kipkirui Langat, Director General/CEO, TVET Authority ◦ H.E. Jutta Frasch, Ambassador of the Federal Republic of Germany to Kenya 		
9:15-9:30	Overview of the TVET Sector in Kenya & Analysis of Progress of Reforms		
	<ul style="list-style-type: none"> • Dr. Dinah Mwinzi, Principal Secretary for Vocational and Technical Training, Ministry of Education 		
9:30-9:45	The Role of TVET in Kenya's Education Reforms		
	<ul style="list-style-type: none"> • Dr. Fred O. Matiang'i, Cabinet Secretary, Ministry of Education 		
9:45-10:15	Keynote Addresses #1		
	<p><i>"Making TVET Relevant to Youth: From a Dutch Perspective"</i></p> <ul style="list-style-type: none"> • Introduction by: <ul style="list-style-type: none"> ◦ H.E. Marielle Geraedts, Deputy Ambassador of the Embassy of the Kingdom of the Netherlands • Speakers: <ul style="list-style-type: none"> ◦ Jeroen van der Zalm, Consultant Programme Coordinator, EP-Nuffic ◦ Leonoor Akkermans, Senior Consultant, CINOP Global BV <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"> • Speaker: Dr. Isaac Mbiti, Assistant Professor of Public Policy and Economics at the Frank Batten School, University of Virginia 		
10:15-10:45	Networking Break		
10:45-12:00	High-Level Panel Discussion: Reflections on Keynote Addresses & The State of TVET Reforms in Kenya		
	<ul style="list-style-type: none"> • Moderator/Chair: <ul style="list-style-type: none"> ◦ Prof. Bonaventure Wanjala Kerre, Chairman, Kenya National Qualifications Authority • Panelists: <ul style="list-style-type: none"> ◦ Ndungu Kahihu, Executive Director, CAP YEI ◦ Mike Macharia, CEO, Seven Seas Technologies ◦ Karen Freeman, Mission Director, USAID Kenya and East Africa ◦ Viktor Karua, Founder & Managing Director, VIKRUT Prerequisites Ltd. ◦ Esther Njoroge, TVET Graduate 		
12:00-13:00	Plenary Q&A		
	<ul style="list-style-type: none"> • Moderator: MC Questions from the Plenary Audience to Dr. Kipkirui Langat, Dr. Kevit Desai, Prof. Kerre, and Keynote Speakers 		
13:00-14:00	Networking Lunch		
			Theme 1: Policy Implementation for Successful TVET
			<i>Session 1: Overcoming Challenges in the Current Policy Dispensation</i>
			<ul style="list-style-type: none"> • Moderator: <ul style="list-style-type: none"> ◦ Prof. Gituro Wainaina, Univ. of Nairobi Business School • Presenters: <ul style="list-style-type: none"> ◦ Bashir Mursal, Director of Technical and Vocational Education Training ◦ Prof. Dr. Dr. h.c. Thomas Schröder, Chair of International Cooperation in Education and TVET-Systems, Technical University of Dortmund • Discussants: <ul style="list-style-type: none"> ◦ Dr. Susan Ngure, Chairman, Business Administration, Dedan Kimathi University of Technology ◦ Prof. Isaac Mbiti, University of Virginia ◦ Hon. Cecilia Ngetich, Member of Parliament ◦ Dr. Ahmed K. Ferej, TVET Authority ◦ Patrick Obath, Associate Director, Adam Smith International—Kenya ◦ Agnes Wachie, Chairperson, Kenya Engineering Technologists and Technicians Registration Board
			Theme 2: Filling the Skills Gap
			<i>Session 1: Meeting Industry Needs through Occupational Standards</i>
			<ul style="list-style-type: none"> • Moderator <ul style="list-style-type: none"> ◦ Prof. Charles Ondieki, Chairman, CDACC • Presenters <ul style="list-style-type: none"> ◦ Mwendia Nyaga, CEO, Oil & Energy Services Ltd. ◦ Prof. Ddembe Williams, Director—Technology, Innovations and Strategic Partnerships, KCA University • Discussants <ul style="list-style-type: none"> ◦ Dr. Samuel Obudho, Deputy Director, TVET, Kenya Institute of Curriculum Development ◦ Jane Mwangi, Executive Director, KCB Foundation ◦ Ehud Gachugu, RTI Kenya Youth Employment & Skills Program ◦ Phyllis Wakiaga, CEO, Kenya Association of Manufacturers ◦ Paul Kosgei, Director General, National Industrial Training Authority ◦ Patricia de Bruijn, Managing Director, Cadena
			Theme 3: Sustainable Future for the TVET Sector
			<i>Session 1: Coordinating Initiatives & Governance of the TVET Sector</i>
			<ul style="list-style-type: none"> • Moderator <ul style="list-style-type: none"> ◦ Dr. Kevit Desai, Chairman, Linking Industry with Academia • Presenters <ul style="list-style-type: none"> ◦ Dr. Hazel Gachunga, TVET Authority ◦ Moritz Schmidt, Colleges and Institutes Canada • Discussants <ul style="list-style-type: none"> ◦ Kiprono Kitony, Chairman of Kenya National Chamber of Commerce & Industry ◦ Pius Nduati, CEO, Kenya Accountants and Secretaries National Examinations Board
			Theme 4: Making TVET Relevant to Youth
			<i>Session 1: Rebranding TVET: Making TVET a Viable and Inclusive Option for All</i>
			<ul style="list-style-type: none"> • Moderator <ul style="list-style-type: none"> ◦ Edwin Tarno, Principal, Rift Valley Technical Training Institute • Presenters <ul style="list-style-type: none"> ◦ Margaret Waithaka, Discover Your Career ◦ Dr. Josephine Odera, Director of the Africa Centre for Transformative and Inclusive Leadership (ACTIL) ◦ Ronald Simon, Chairman, Devotra • Discussants <ul style="list-style-type: none"> ◦ Joshua Munyao, Program Manager, Network for Youth Empowerment—Kenya ◦ Lizzie Kiama, ThisAbility ◦ Frederick Haga, Senior Assistant Director of Education, Ministry of Education ◦ Stephen Samba, Youth Initiative Kenya (YIKE)
		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	Registration
8:00-8:15	Welcome to Day II
8:15-8:45	Keynote Addresses #2
	<p><i>"The Essential Role of the Private Sector in Making TVET Relevant"</i></p> <ul style="list-style-type: none"> Speaker: Amb. Dennis Awori, Chairman, Toyota Kenya Limited and Chairman, KEPSA <p><i>"Integrating Work Readiness Life Skills Training and Measurement into TVET Systems in Africa"</i></p> <ul style="list-style-type: none"> Speaker: Peter Shiras, Executive Vice President, Business Development, International Youth Foundation
8:45-10:45	Working Sessions 2
	<p>Theme 1: Policy Implementation for Successful TVET</p> <p><i>Session 2: Opening Doors for Linking the Private Sector with Academia</i></p> <ul style="list-style-type: none"> Moderator: <ul style="list-style-type: none"> Eng. Nebart Muriuki, Ag. Chair, TVET Authority Presenters: <ul style="list-style-type: none"> Prof. Suki Mwendwa, Deputy Vice Chancellor, Technical University of Kenya Sylvia Wangi, McKinsey Generation Project Panelists <ul style="list-style-type: none"> Dr. Olubunmi Owoso, Secretary General, Commonwealth Association of Technical Universities and Polytechnics in Africa (CAPA) Patrick Karanja, Program Associate, Digital Jobs Africa, Rockefeller Foundation Bentley Wilson, Managing Director, Africa Working Association & Zawadi Impact Ltd. <p>Theme 2: Filling the Skills Gap</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"> Moderator: <ul style="list-style-type: none"> Peter Shiras, Executive Vice President, Business Development, International Youth Foundation Presenters <ul style="list-style-type: none"> Wilfred Kiumi, Founder and Principal, Africa Digital Media Institute Dr. Lawrence Guantai, Ag' CEO, TVET Curriculum Development Assessment and Certification Council (CDACC) Discussants <ul style="list-style-type: none"> Eng. Maurice O. Akech, General Manager—Research, Capacity Building and Training, National Construction Authority Prof. Faith Muli, Director, TVETA Board Aregash Asfaw, Team Leader, GIZ E4D SOGA Dr. Lucy Ogol, Deputy Director, Educational Resources, Kenya Institute of Curriculum Development Fatma Rahemtulla, e2e Foundation Khadja Mureithi, TVET Graduate
	<p>Theme 3: Sustainable Future for the TVET Sector</p> <p><i>Session 2: Leveraging Development Partner Funding with Government Commitments and Private Sector Investments</i></p> <ul style="list-style-type: none"> Moderator <ul style="list-style-type: none"> Suleiman Asman, Country Director, Innovations for Poverty Action, Kenya Presenters <ul style="list-style-type: none"> Luke Ombara, Director, Regulatory Policy and Strategy, Capital Markets Authority Mutheu Kasanga, Chairperson, KEPSA Education Sector Committee Panelists <ul style="list-style-type: none"> Adj. Prof. Dr. Hildegard Lingnau, Head of Development Cooperation, German Embassy Nairobi Dr. Kipkirui Langat, Director General/CEO, TVET Authority Wayne Glen Kleynhans, Technical Training Manager, Krones LCS Centre EA Ltd. Capt. Dave Muli, Head of Maritime Safety Department, Kenya Maritime Authority <p>Theme 4: Making TVET Relevant to Youth</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"> Moderator <ul style="list-style-type: none"> Dr. Beth Waweru, General Manager, Climate Change, Strategic Partnerships and Collaborations, Equity Group Foundation Presenters <ul style="list-style-type: none"> Charles Ringera, CEO, Higher Education Loans Board Catherine Nyambala, Director, STEMAfrica Panelists <ul style="list-style-type: none"> Carlos Madjri Sanvee, Africa Alliance of YMCAs Benjamin Mutie, Chairman, Kenya National Association of Private Colleges Jeff Kariuki, Chairman, The Kenya Association of Technical Training Institutions Benard Irungu, TVET Graduate

10:45-11:30	Reports and Recommendations from the Working Sessions
	Plenary Questions and Answers
11:30-12:00	Closing Session
	<ul style="list-style-type: none"> Dr. Julius M. Muia, CEO, Vision 2030 Delivery Secretariat Dr. Dinah Mwinzi, Principal Secretary, Ministry of Education Dr. Fred O. Matiang'i, Cabinet Secretary, Ministry of Education H.E. the Deputy President William S. Ruto
12:00-13:00	Opening of the Kenya Skills Show
	Reception H.E. the Deputy President will open the Show and tour the exhibits led by Dr. Kevit Desai, Chairman of the Permanent Working Group on TVET



[Photo caption here]

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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

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)



agency. The outcome of the conference will definitely 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



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

Join us at: www.tvetinkenya.net and www.handsontthefuture.org

Twitter: @TVETinKenya

Facebook: facebook.com/HandsOnTheFuture

Welcome by the Organizers: The Faces of the Hands On The Future Conference



From left to right, top to bottom: [Photo captions here, in order]
All photos © Africa Digital Media Institute

From left to right, top to bottom: [Photo captions here, in order]
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Keynote Addresses | 26 January 2017

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! 

 **Photo of Jeroen van der Zalm and/or Leonoor Akkermans giving the keynote**

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 giving 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, KEPSA

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.

Photo of Amb. Awori giving keynote (or can replace with graph about Kenyan vs. German unemployment rate, if there is a photo of Peter Shiras speaking we can put on the left)

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

Challenges Identified	Opportunities Identified	Policy Recommendations
<ul style="list-style-type: none"> Coordination of various players in TVET sector Equipment in new TTIs Youth unemployment in Kenya – 40% Data gaps in TVET Traditional gender roles Limited practical training Misalignment of curriculum and industry needs Monolithic TVET system/silo ecosystem 	<ul style="list-style-type: none"> Strong legal and regulatory framework New TTIs per constituency Ongoing curriculum review Joint capacity for training between industry and academia Development partner willingness to support Current infrastructure development in Kenya 	<ul style="list-style-type: none"> Establish a collaboration framework between government/policy developers and private sector in the TVET ecosystem (institutionalise involvement of industry) Establish a framework for assessment of TVET trainees by industry (including recognition of prior learning) Strengthen sector skills advisory committees (development of occupational standards by industry) Leverage technology in training and job placement Undertake TVET data aggregation Industrial attachment for TVET trainers Regional integration



[Photo caption here]
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[Photo caption here]
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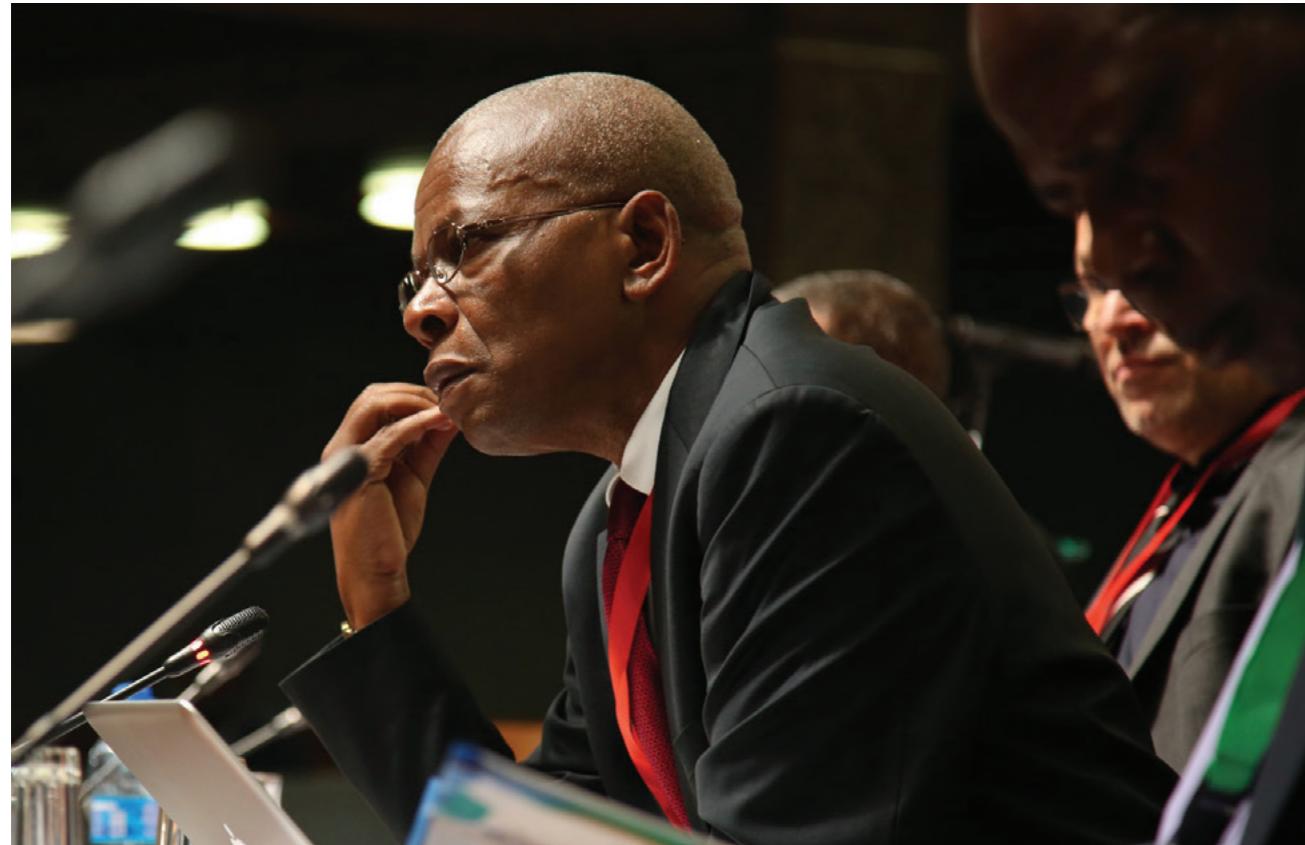


Mr. Ronald Simon from Devotra explains how to make TVET attractive again for the youth; one of the options is to include ICT in teaching. The **Devotra Smart Classroom Project** in Kenya is a successful example of it.

Working Sessions, Theme 1: Policy Implementation for Successful TVET

Session 1: Overcoming Challenges in the Current Policy Dispensation

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



[Photo caption here]
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Session 2: Opening Doors for Linking the Private Sector with Academia

Challenges Identified	Opportunities Identified	Policy Recommendations
TVET institutions' lack of ability to provide private sector with required talent and skilled graduates Private sector's lack of responsibility and accountability in participating in the development of occupation standards and curriculum Trainers' lack of capacity to transfer mostly needed life skills	Industry has an open door to make valuable inputs into the development of TVET graduates Industry increase in productivity by participating in the relevance and quality of skills	Create incentives for the private sector to work with TVET institutions to expose graduates to the work environment Have integrated learning, where life skills and technical skills are taught concurrently and both are assessed Support TVET interns in the workplace, i.e., provide resources and tools Government should develop a policy mandate for TVET institutions to develop prototypes and models of all machinery we import



[Photo caption here]
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Working Sessions, Theme 2: Filling the Skills Gap

Session 1: Meeting Industry Needs through Occupational Standards

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



[Photo caption here]
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Session 2: Increasing the Employability of TVET Graduates through CBET Curriculum and 21st Century Skills

Challenges Identified	Opportunities Identified	Policy Recommendations
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.	The existence of a legal framework for CBET (e.g., TVET Act 2013, TVETA, CDACC, KNQA)	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
Lack of appreciation of culture and history in the process of curriculum development, including parental influence	Vibrant private sector players to support CBET (e.g., KAM, KEPSA, KFE)	Emphasis on life skills/soft skills/21st century skills in curriculum development
Most of the instructors are not oriented on the CBET approach and continue to use the traditional training approaches	Wide range and levels of TVET institutions, including universities (national), TTIs, and VTCs	Full implementation of CBET approach, including orientation of instructors and improved infrastructure in partnership with industry
Financing of CBET curriculum	Stakeholders' forums to continuously discuss CBET implementation	
Changing technology in the industry, rendering most TVET infrastructure and curriculum obsolete	Very large informal sector which has not been explored in regards to upskilling those with skills but without certification	TVET curriculum design should encourage and promote African culture and standards



[Photo caption here]
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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
Complex fragmentation (multitude of approaches, programmes, curriculums, institutions, etc.)	Build a coherent structure (policies, implementation, industry involvement, etc.)	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
No clear governance of sector	Systematic involvement of private sector throughout (standards, curricula, training, assessment, etc.)	TVET Funding Board as shared responsibility of government and private sector; driven by private sector
Little coordinated effort by international community	Prioritization of efforts	Clear coordination and political ownership for more political efficiency in the sector Work with informal sector toward formalization to include the sector in the TVET system

Session 2: Leveraging Development Partner Funding with Government Commitments and Private Sector Investments

Challenges Identified	Policy Recommendations
Not enough funding for TVET institutions and education for trainers and teachers	Balanced PPP strategies for financing
No sustainable strategy by government	Making use of financing options: Special Purpose Vehicles (SPV), private equity
Resources and efforts are not coordinated	Initiatives from private sector and support from government needed
Investments go mostly into universities, not TVET	Pool resources to have high-quality training
	Invest in training and internship programs
	Long-term investments
	Best-practice examples for TVET, e.g., Europe or China



[Photo caption here]
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[Photo caption here]
Photo Credit: Claudia Casarotto

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
Bad image (e.g., dirty hands)	Branding: start early at elementary school
Outdated facilities	Creating a safe and modern learning environment, with inspiring teachers and projects
Old curriculum	
Old equipment and technologies	Bridging the skills gap: promoting and ensuring job opportunities
Limited skills of teachers	Education reform and change: modernization and TVET promotion
Skills gap with industry	Branding: involve the media and devolved governments; emphasize over time
CBET and STEM not applied	Communication and mindset
Limited upward mobility and limited career path	Starting from the end: stabilize the market to absorb TVET graduates (financing, etc.)
Biased parents	

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

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

Concluding Session



The concluding session highlighted the need to focus on small and medium-sized enterprises (SMEs) that engage in industrial processing and manufacturing, which have been critical for the early stages of industrialization and are typically the largest job creators. SMEs make up over 90 percent of business worldwide and account for between 50-60 percent of employment. Developing the skills of youth joining the labor market can both enable the growth of SMEs and support reduction in unemployment among youth.

The agreement 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



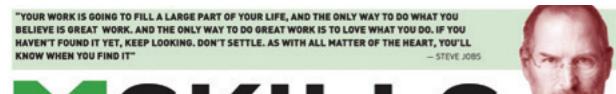
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Kenya Skills Show



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,



KENYA SKILLS

A SPECIAL COMMEMORATIVE ISSUE FOR THE KENYA SKILLS SHOW 2017
#KESKINISHOW

Karibu to your future!

Welcome to the Skills Show

event began earlier this year.

Being young is full of opportunities, but there is also a need to be discerning especially in terms of career and work. For some the option will sound overwhelming while for others it will be clear from the first moment. If you are one of those then right in front of you. Look around you and see what is available. There are many budding cropings of all around the city and throughout the country, our highways being built, more roads are being paved, more houses are being built, more being laid from Nairobi to Mombasa and eventually across the entire country. This means that there is a lot going on the world of business, computer and digital jobs are on the rise. All of these signs of progress provide career opportunities in areas such as agriculture, electrical, electronics, machinery, mechanics, ICT, hospitality, beauty etc.

For your livelihood and your future. What's more, all these fields are growing rapidly. Skills determine the success of any endeavour; the more difficult you are, the more you are able to make a difference in your area of interest and expertise. Your hands, your head and your hands and your mind - combined with your passion - you can achieve great things. The world of business and trades have become technology led in nature. Technologies can you skills and maintain or you can develop new ones. Technology has made it possible to invent new technologies and advances to help our society grow. This is where you come in. We invite you to invite you into the professional world, where skills are premium. Today we will have an opportunity to learn about the latest trends and technologies. Over 100 exhibitors await you to inspire you to challenge you to

enter a huge range of careers:

- Try your hand at EV production, demolition simulation, virtual reality, engineering and 3D modelling and much more!
- Learn about careers in many different fields.
- Try something you have never done before.
- Get one-on-one guidance on your chosen career path from expert careers advisors.
- Speak to employers and organisations from across Kenya.
- Hear from speakers who can tell their stories of how they got into their field, how they got there and what they do now.
- Meet the exhibitors who will be sharing their knowledge and expertise.

I welcome you to this amazing event and to explore the range of possibilities in front of you. I am confident that this day will truly impact you.

of the positive opportunities that • Have a go at job-related skills

Hands on the Future

There are no failures

Not everyone can or should go to university. You have eight, right? Aside from the fact that you simply are not enough students in Kent, there are other reasons why many people who complete Years 4-6 aren't suitable for university. The reality is, only part of primary school students make it to post-16 education. And even those individuals have a huge range of different learning styles and skills. Not everyone likes to sit in a lecture hall; others learn best by doing and thriving in a studio workshop or lab. Technology sectors are particularly good at identifying a wealth of different, highly skilled jobs for those that do well in them.

The Kenyan economy is growing and evolving with new technological sectors emerging all the time. This means that there is a wide range of opportunities for individuals looking for interesting and rewarding occupations. Many are offered through apprenticeships and vocational programmes at ITT institutions. They do not require expensive qualifications or degrees, which makes them an attractive option.

Let's think: everyone should become a doctor, lawyer or engineer, and the world would be a better place. In reality, the years have led to a shift towards many of our growing economic sectors and with them, many more job opportunities in the future to follow.

By Dr. Elizabeth Lonsdale, Director General, Association of Independent Sector Training Colleges

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>

Exhibitors



- | | |
|---|--|
| ABNO Softwares International | Kisiwa Technical Training Institute |
| Academy of Graphic Technologies | Kisumu National Polytechnic |
| Africa Alliance of YMCAs | Kitale National Polytechnic |
| Africa Digital Media Institute | Machakos Technical Institute for the Blind |
| Aldai Technical Training Institute | Mathenge Technical Training Institute |
| Bondo Technical Training Institute | Mcentsal School of Fashion Design |
| Bosch | Meru National Polytechnic |
| Brood Bread | Ministry of Agriculture |
| Cadena IDP | Ministry of Education |
| CAP Youth Empowerment Institute | Morendat Institute of Oil & Gas |
| Capital Markets Authority | Mukiria Technical Training Institute |
| Centum Learning Limited | Nairobi County Vocational Training Centre |
| Coast Institute of Technology | Nairobi Technical Training Institute |
| Colleges and Institutes Canada | National Construction Authority |
| Companionship of Works Organization | National Industrial Training Authority |
| Devotra | National Youth Service School of Agribusiness |
| East Africa School of Aviation | National Youth Service School of Construction |
| Eldoret National Polytechnic | National Youth Service School of Engineering |
| Equity Bank | National Youth Service School of Enterprise & Technology |
| Ghetto Radio | National Youth Service School of Hospitality |
| GIZ E4D SOGA | Nkabune Technical Training Institute |
| Global Communities | Nkubu Vocational Training Centre |
| Godoma Technical Training Institute | North Eastern Province Technical Institute |
| Gusii National Polytechnic | Nyandarua Technical Training Institute |
| Higher Education Loans Board (HELB) | Nyeri National Polytechnic |
| Imani Marianists Maria Training Center | Oil & Energy Services Ltd |
| Innovations for Poverty Action | Ol'lessos Technical Training Institute |
| International Youth Foundation | Railway Training Institute |
| Jeremiah Nyagah Technical Training Institute | Ramogi Institute of Advanced Technology |
| Juja Farm Vocational Training Centre | Rift Valley Technical Training Institute |
| Kabete National Polytechnic | Save the Children |
| Kaiboi Technical Training Institute | Seven Seas Technologies |
| Kamirithu Vocational Training Centre | Sigalagala Technical Training Institute |
| KCB Foundation | Taita Taveta Institute |
| Kenya Accountants and Secretaries | Thika Technical Training Institute |
| National Examinations Board (KASNEB) | Thogoto Vocational Training Centre |
| Kenya Association for Certified Training Providers for Industry (KACET) | Toyota Kenya Academy |
| Kenya Coast National Polytechnic | TVET Authority |
| Kenya Institute of Management | Vera Beauty and Fashion College |
| Kenya Institute of Mass Communication | Versatile School of Photography |
| Kenya Literature Bureau | Wote Technical Training Institute |
| Kenya Maritime Authority | X News |
| Kenya Universities and Colleges Central Placement Service (KUCCPS) | Youth Support Kenya |
| Keroka Technical Training Institute | |
| Kilimambogo Highways Building & Technology College | |

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
MDE Consultancy

Mechatronics Display

- Marketing Display
Centurion
Coca Cola Beverages Africa
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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:

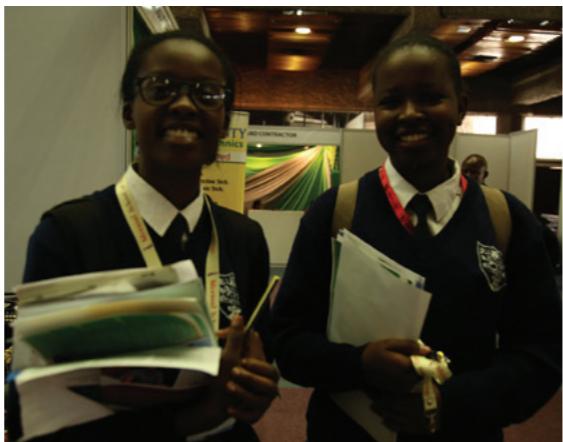
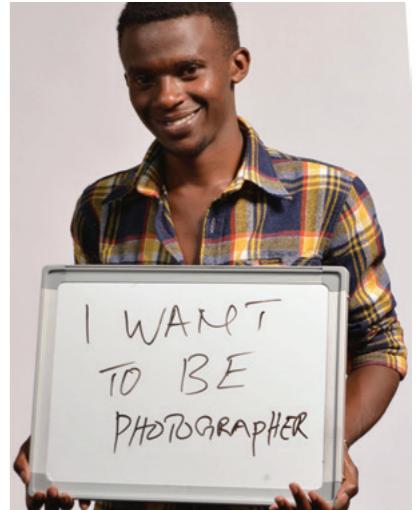
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The Faces of the Kenya Skills Show



From left to right, top to bottom: [Photo captions here, in order]

Top left: © Versatile School of Photography; All other photos: © Africa Digital Media Institute

From left to right, top to bottom: [Photo captions here, in order]

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 current policy dispensation
- Commit to facilitate 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 PWG will be central in the coordination of this collaboration and partnership.



[Photo caption here]
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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 Koeberle (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.

We thank the professional career counselors who donated their time, energy, and expertise to provide free career guidance to participants of the Skills Show. They were: Margaret Waithaka, Confrey Alianji, Virginia Ruguru, Margaret W. Kariuki, Natalie Njeri, Mwende Mutuku, Moses Thuguri, Mary Wanjiru, Esther Mokaya, Jacinta Mbithe, Sarah Ngethe, Esther Muchiri, Joyce Assanga, Audrey Ochieng, Ndemange Mutuku, and Carol Kamene.

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.

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