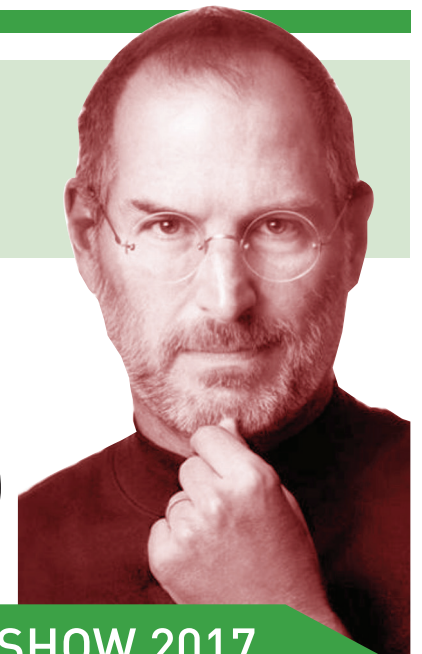


**“YOUR WORK IS GOING TO FILL A LARGE PART OF YOUR LIFE, AND THE ONLY WAY TO DO WHAT YOU BELIEVE IS GREAT WORK. AND THE ONLY WAY TO DO GREAT WORK IS TO LOVE WHAT YOU DO. IF YOU HAVEN’T FOUND IT YET, KEEP LOOKING. DON’T SELLE. AS WITH ALL MATTER OF THE HEART, YOU’LL KNOW WHEN YOU FIND IT”**

— STEVE JOBS



# X SKILLS

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

# Karibu to your future!

## Welcome to the Skills Show

**K**enya’s largest careers event ever!

Being young is full of opportunities but it also can be daunting especially in terms of career and work. For some the options will seem overwhelming while for others it will seem limited. Yet opportunities are there, often right in front of you. Look around you – progress is taking place. New, shiny buildings cropping up all around the city and throughout the country, new highways being built, more and more people buying cars, a new railway being laid from Mombasa to Nairobi and eventually across the entire country, the oil and energy sectors on the verge of booming, computer and digital jobs are on the rise. All of these signs of progress provide career opportunities in woodwork, metals, electrical, electronics, masonry, mechanics, ICT, hospitality, beauty and well-being. These are just some of the possible opportunities that

exist for your livelihood and your future.

What’s common to all these trades is skill. Skills determine the possibility of employment; the more skilled you are, the more you are able to make a difference in your area of interest and the more you can earn. With your hands and your mind - combined with your passion – you can achieve extraordinary outcomes. So many trades have become technical in nature. Technologies you can use, fix and maintain or you can develop further to advance you work. Or you can invent new technologies and advances to help our society grow.

*The Kenya Skills Show* was conceived to invite you into the professional world, where skills are premium. Today you will have an opportunity to see, touch, and imagine your future. Over 100 exhibitors await to inspire you, to challenge you, to encourage you.

- Have a go at job-related skills

across a huge range of careers.

- Try your hand at TV production, demolition simulation, virtual welding, floristry and 3D modelling and much more!
- Learn about careers in many different fields.
- Try out something you have never done before.
- Get one-on-one guidance on routes into jobs and careers from expert careers advisors.
- Speak to employers and organisations from across Kenya.
- Hear from real people doing real jobs, be inspired, and find out how they got to where they are now.
- Discover the career for you!

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

*Kevit Desai, Chairman, Permanent Working Group on TVET*

# Kenya Skills Show



## There are no failures

Not everyone can or should go to university. Yes, you heard me right. Aside from the fact that there simply are not enough universities in Kenya to enroll the over half a million students who complete Form 4 every year, all students are different. Not everyone is proficient at math, biology, history and other traditional subjects that characterize university-level studies. The reality is, only 6% of primary school students make it to public university.

Individuals have a huge and diverse range of learning styles and skills. Not everyone is fascinated by nuclear science, enamored with Victorian literature, or enraptured by

biotechnology. Some people are mechanical, others are artistic. While some students can focus in a lecture hall, others learn best by doing and thrive in a studio, workshop or shop floor.

The Kenyan economy is growing and evolving with new technological sectors emerging. This modernization is creating a wealth of decent-paying, highly-skilled jobs for those with the skills to do them. The decline of vocational education over the years has led to a skills shortage in many of our growing economic sectors and with it, an affluence of career opportunities for both under-employed university graduates

and high school students looking for direct pathways to interesting, worthwhile occupations. Many jobs are attainable through apprenticeships, on-the-job training and vocational programs offered at TVET institutions. They do not require expensive, four-year degrees for which many students are not suited.

Let’s stop thinking everyone should become a doctor, lawyer or engineer, and that anything less is failure. The only real failure in life is the failure to try.

*By Dr. Kipkirui Langat, Director General of the TVET Authority*



# Every grade is a career pathway to future success

**E**ighteen-year-old Susan Too was elated when she got an A- in the 2016 Kenya Certificate of Secondary Education (KCSE). Sitting in an informal setting, I listened as every member of her family and every friend advised her on the career path to follow, each giving their very good reasons for their choice.

Her uncle said: “Which other career can you follow with such grades apart from medicine?” The father recommended engineering, her mother wanted to have a lawyer for a daughter, her best friend thought actuarial sciences sounded cool. I asked her, “What course do you wish to pursue?” And she said, “I don’t know any more!”

Like Susan, thousands of students who graduate with As, Bs, Cs, or even Ds, Es and Fs are equally confused about the career pathway to follow. This is because there are preconceived notions about passes and failures, ‘cool’ careers and drub careers, rich careers and poor careers, the list is endless. One of the most common notions is that

success in careers is only found when one goes to the university. This is as dead as it sounds! Success is found in understanding that every human being is unique and has a purpose in this world. Success is in finding yourself and the things in life that you will pursue. Find a suitable career that matches your personality, interests, and abilities, and you will find joy and satisfaction in your work.

Success is also found in the understanding that in each year, some students will be assimilated in the universities, thousands in diploma colleges, thousands of others in certificate courses, thousands of others in short trainings, thousands of others in jobs for experience trainings, and all will be successful in their own ways. We need good and honest doctors, good barbers, lawyers, electricians, miners, plumbers, politicians, priests etc. Kenya has over 3,000 careers to choose from! Studies have revealed that many students join universities, colleges and technical institutes to pursue careers



that do not match their capabilities and often make vocational choices based on hearsay, parental influence, peer pressure, the job market, speculation etc. Career planning starts with knowledge of self, and NOT grades. Career choices should start by understanding one’s interests, skills, personality, values, gifts, talents, abilities and capabilities; then harmonize these with education and training.

For example, are you passionate about purchasing and supplies? If you got a C+ and above, you can take it at the

university; if you got a C-, you can take it at the diploma level; if you got a D+, you can take it at the certificate level. If you are passionate about engineering, depending on your grades and entry level requirements, you can pursue it at certificate level, diploma and degree level. The one who takes the certificate can gain experience and later attain a diploma, a degree and even a master’s degree. The route may be longer, but one can get there. Studies have demonstrated that those who take the long route make the best workers due to the experience that they receive along the way. There is a place for everyone irrespective of your academic dexterity! Recently, upon the release of the KCSE results, we learned that 480,000 students missed university places. I did not look at it this way. What I saw is that over 480,000 students now have the opportunity to be assimilated in the over 2,000 technical and vocational education and training institutes, diploma colleges and certificate colleges to pursue careers that align

## #KeSkillsShow

with their unique interests, capabilities, personality, skills, values and strengths. These are people who will love what they are doing and will have the capacity to be innovative, productive and successful.

All careers are a calling. They give a people social, economic, political and technological support. Do you love working with people or with tools? Do you love working with ideas and theories or do you love independence, expressing ideas and feelings in artistic ways? Are you a risk taker, negotiator and a leader or are you the kind who loves structure, rules and planned activities? Whatever you are, there is a place out there for you; wake up and find it whether you got an A or an E. Parents, help your children find it. Let’s learn to celebrate all grades and celebrate the person!

by Margaret Waithaka- the executive director of DYC and author of *Discover Your Career Workbook*. [info@discoveryyourcareer.co.ke](mailto:info@discoveryyourcareer.co.ke)

## What Do Algerian Young Women & Oprah Have in Common? “She grew up in poverty, just like me!”

### #KeSkillsShow



“She faced a lot of personal challenges when she was younger, just like me!” “She had to believe in herself even when she had no one to believe in her, just like me!”

Not exactly the topic of discussion you’d expect to hear youth discuss at a correctional facility, yet a group of young women participating in a life skills workshop continue to list all the things that they have in common with one of the world’s most successful media moguls. We are in the western Algerian city of Oran, attending a Passport to Success® (PTS) workshop organized by IYF and local implementing partner Association Santé Sidi El-Houari (SDH).

While PTS is usually used to help young job seekers develop positive life and work-readiness competencies, here this group of young women is using the curriculum to develop skills that can help them regain confidence in themselves and rebuild their lives. The class includes women as young as 15 who have a history of drug abuse or involvement with gangs or who have fled their homes and feel they don’t belong anywhere. The PTS training is the first personal development programming the facility is offering.

Today’s lesson is “Developing a Life Plan,” which is proving to be very appropriate for these young

women, who had almost lost all hope in a second chance at life. The participants go through a series of interactive activities to learn about the different stages of setting goals and developing a plan to achieve them, and then they regroup and discuss the challenges and the best ways to overcome them.

“We keep bringing up Oprah because everyone knows how successful she is, but she is also someone who faced a lot of obstacles both personally and professionally,” says one of the participants. “Through this workshop we’re learning to not make excuses but to make a plan, and the world is full of examples of people who were able to overcome adversities and rebuild their lives,” she adds.

This training is part of the IDMAJ initiative in Algeria, which aims to expand opportunities for young Algerians in employment, entrepreneurship, and civic engagement. Through four implementing partners, IDMAJ has reached 800 youth in disadvantaged communities in remote parts of the country, including the underserved highlands and Saharan regions. Now, within this correctional facility in Oran, IYF is able to reach vulnerable youth who are usually unable to re-integrate in society or the job market because the stigma they face and their inability to access training such

as PTS. Sitting here with these young women and hearing about their plans, the setting becomes less relevant, and I feel as if we’re in a school or college classroom where people discuss life goals. The day wraps up with an activity where everyone writes her goal on sticky note that will remain on display until the end of the course. The sticky notes read “I want to become a trainer and inspire other youth,” “I hope I will successfully complete this training and get my certificate,” and “I hope to be successful in life.”

After the class breaks, I talk to Zina, the SDH PTS trainer who lives nearby and had the idea of approaching the facility about offering the training. “I would walk by all the time, and I was curious what kind of support these women were getting,” she says. Zina remains hopeful about the future of her students, as she calls them. “They are very resilient, and with this training they have gained a lot of confidence.” As she points to the sticky notes, she reads her own: “Our last day of training coincides with New Year’s Eve. I’m confident we have all learned a lot for a great start of the new year!”

By Linda Wafi, International Youth Foundation



# YOUR GUIDE TO THE SKILLS SHOW

**KICC COURTYARD BOOTHS**

- Royal Netherlands Embassy / EP Nuffic/ Linking Industry With Academia
- USAID Health Partners
- National Industrial Training Authority
- Africa Alliance of YMCA's
- Sangalo Technical Training Institute
- Strathmore Educational Trust & Partners
- Ghetto Radio
- KACET & Partners
- Krones/Coca Cola/Centurion
- Meru National Polytechnic
- Sigalagala Technical Training Institute
- Kilimambogo Highways & Building Technologies
- Equity Bank
- Africa Digital Media Institute
- Capital Markets Authority
- X News
- Media Corner
- Career Corner
- KCB Foundation
- Academy of Graphic Technologies
- ABNO Softwares International
- United National Development Program
- Kronos/Coca Cola/Centurion
- Meru National Polytechnic
- Sigalagala Technical Training Institute
- Kilimambogo Highways & Building Technologies
- P.O. Kinyanjui Technical Training Institute
- Bosch
- Kamirithu Vocational Training Centre
- Kenya Institute of Mass Communication
- Machakos Technical Institute for the Blind
- Nairobi County Vocational Training Centre
- Nyeri National Polytechnic
- Nairobi Technical Training Institute
- Kabele National Polytechnic
- Mcensal School of Fashion Design
- Kenya Accountants and Secretaries National Examinations Board (KASNEB)
- Innovations for Poverty Action
- Senior Experten Service
- International Youth Foundation
- Ministry of Agriculture
- Youth Support Kenya
- Animal Health & Industry Training Institute (AHITI) - Kabete
- P.O. Kinyanjui Technical Training Institute
- Bosch
- Kamirithu Vocational Training Centre
- Kenya Institute of Mass Communication
- Machakos Technical Institute for the Blind
- Nairobi County Vocational Training Centre
- Nyeri National Polytechnic
- Nairobi Technical Training Institute
- Kabele National Polytechnic
- Mcensal School of Fashion Design
- Morendat Institute of Oil & Gas
- Kenya Literature Bureau
- Colleges and Institutes Canada
- National Construction Authority
- Oil & Energy Services Ltd
- Kenya Institute of Management
- Coast Institute of Technology
- Centum Learning Limited
- Gusii National Polytechnic
- O'Leisos Technical Training Institute
- Eldorat National Polytechnic
- Devotra/Caneda IDP
- CAP Youth Empowerment Institute
- Keroka Technical Training Institute
- East Africa School Of Aviation
- Higher Education Loans Board (HELB)
- Toyota Kenya Academy
- Careerpedia/Storymoja
- GIZ E4D SOGA
- Kitale National Polytechnic
- Jeremiah Nyaga Technical Training Institute
- Nkabunde Technical Training Institute
- Kaliboi Technical Training Institute
- Kenya Coast National Polytechnic
- Ministry of Education
- St. Josephs Nyangoma Technical Training Institute
- Rift Valley Technical Training Institute
- Nkubu Vocational Training Centre
- National Youth Service School of Hospitality
- National Youth Service School of Agribusiness
- National Youth Service School of Enterprise & Technology
- National Youth Service School of Engineering
- National Youth Service School of Construction
- Global Communities
- Kisumu National Polytechnic
- Aldai Technical Training Institute
- Ramogi Institute of Advanced Technology
- Godoma Technical Training Institute
- Mawego Technical Training Institute
- Institute of Energy Studies and Research
- Kisumu Technical Training Institute
- Bondo Technical Training Institute
- Nyandarua Technical Training Institute
- Mukiria Technical Training Institute
- Siaya Technical Training Institute
- Wote Technical Training Institute
- Thika Technical Training Institute
- Mathenge Technical Training Institute
- Railway Training Institute
- Robotics Display
- Kenya Universities and Colleges Central Placement Service (KUCCPS)

**LIST OF INDOOR BOOTHS**

- Vera Beauty and Fashion College
- Thogoto Vocational Training Centre
- Juja Farm Vocational Training Centre
- North Eastern Province Technical Institute
- Save The Children
- RTI International
- Seven Seas Technologies
- Kenya Maritime Authority
- TVET Authority
- Equity Bank
- Africa Digital Media Institute
- Capital Markets Authority
- X News
- Media Corner
- Career Corner
- KCB Foundation
- Academy of Graphic Technologies
- ABNO Softwares International
- United National Development Program
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- Nyandarua Technical Training Institute
- Mukiria Technical Training Institute
- Siaya Technical Training Institute
- Wote Technical Training Institute
- Thika Technical Training Institute
- Mathenge Technical Training Institute
- Railway Training Institute
- Robotics Display
- Kenya Universities and Colleges Central Placement Service (KUCCPS)

**Friday, 27 January 2017**

Time	Taifa Room	Shimba Hills Room	Turkana Room	Impala Room	KICC Amphitheatre
12-1 pm	Is Vocational Training for You? (Presented by Nyeri Technical Institute)	Digi-books: The Profitable World of ePublishing (Presented by Storymoja)	Managing Your Hard-earned Money (Presented by Equity Group Foundation)	Cooking up your own Food Business (Presented by KACET)	
1-2 pm	Writing as an Awesome Career that Pays (Presented by Storymoja)	From Form 4 to a successful Business Owner (Presented by RTI)	Kazi ni Kazi (Presented by Storymoja)	Success Story & Role Model - From Patching and Mending to Millionaire (Presented by Senior Experten Service)	
2-3 pm	Discover the Fast-charged World of Motor Vehicle Careers (Presented by COWA)	How to Create Realistic and Achievable Career Goals? (Presented by IYF)	How to get "REAL" with Career Choices and Talent Identification (Presented by Global Communities)	Kitu Nikukachora (Presented by PS Kenya)	
3-4 pm	Careers in Kenya's Booming Energy Sector (Presented by GIZ/Oil & Energy Services)	How Can you Become a Successful Entrepreneur (Presented by YALI)	Kilimo Manenos (Presented by YMCA)	Agribusiness: The Opportunities are Ripe for the Picking (Presented by Equity Group Foundation)	First Step to Discover Your Future (Presented by Discover Your Career)
4-5 pm	Careers in Kenya's Modern Building & Construction Industry (Presented by the National Construction Authority)	Exploring the Gorgeous World of Hair & Beauty (Presented by Vera Beauty & Fashion College)	How to Make Money Online (Presented by Centum Learning)	Get Ready to Fly: Career Opportunities in Aviation (Presented by East Africa School of Aviation)	Lets Make TVET Cool Again (Presented by RTI)

**Saturday, 28 January 2017**

Time	Taifa Room	Shimba Hills Room	Turkana Room	Impala Room	KICC Amphitheatre
10-11 am	Discover the World of Plumbing and Masonry (Presented by KACET)	Keys to Improving Your Self Confidence & Positive Thinking (Presented by CAP YEI)	How to be a Successful Team Player (Presented by International Youth Foundation)	Venturing into the World of Business (Presented by MUA)	Managing Your Hard-earned Money (Presented by Equity Group Foundation)
11m-12pm	Get Ready to Fly: Career Opportunities in Aviation (Presented by East Africa School of Aviation)	Do you know thyself? Developing Self Awareness for Professional Growth (Presented by Discover Your Career)	Why Sales is your Best First Job (Presented by YUSUDI)	How you can Conquer the World with Information Technology (Presented by KACET)	How can you become a Successful Entrepreneur (Presented by YALI RLC East Africa Alumni Chapter of Kenya)
12-1 pm	Careers in Kenya's Modern Building & Construction Industry (Presented by the National Construction Authority)	How to create Realistic and Achievable Career Goals (Presented by International Youth Foundation)	Essential Elements of Workplace Values and Ethics (Presented by Discover Your Career)	Exploring the Service Industry (Presented by Global Communities)	Sex Manenos (Presented by YMCA)
1-2 pm	Venturing into the world of Food Manufacturing (Presented by KACET)	Entrepreneurship 101: What you need to know before you start your business (Presented by Equity Group Foundation)	Why your Attitude is everything for Career Success (Presented by Discover Your Career)	Successful Role Models - Water Technologist turned Weaver and Product Designer/Developer (Presented by Senior Experten Service)	How to become a Fashion Designer (Presented by Vera Beauty & Fashion College)
2-3 pm	Careers in Kenya's First Growing Energy Sector (Presented by GIZ E4D SOGA and Oil & Energy Services)	Parent's Role in their Children's Careers Choices (Presented by Discover Your Career)	Exploring the 21st Century Employability Skills (Presented by Discover Your Career)	Qualities of a Good Employee (Presented by International Youth Foundation)	You Can Change Your Tomorrow (Performance by Esciara Mueni)
3-4 pm	Discover the Fast Charged World of Motor Vehicle Careers (Presented by COWA)	Pathways for Advancing your Career (Presented by Discover Your Career)	Ways to build your Online Presence for Marketing Success (Presented by Centum Learning)	Exploring the Gorgeous World of the Hair & Beauty Industry (Presented by Vera Beauty & Fashion College)	Kitu Nikukachora (Presented by PS Kenya)
4-5 pm	Agribusiness: The Opportunities are Ripe for the Picking (Presented by Equity Group Foundation)	Exciting Careers in Robotics and Mechatronics (Centurion)	Venturing into Food Manufacturing (Presented by KACET)	Importance of Showing Respect for Workplace Authority (Presented by International Youth Foundation)	

**Schedule of Seminars**

# Why you should pursue a TVET education

**A**re you not sure of the career you want? Do you prefer to learn by doing? Are you keen on entering the workforce as soon as you can? Technical and Vocational Education and Training (TVET) courses could be what you're looking for! TVET includes formal, non-formal and informal learning that prepare young people with the knowledge and skills required in the world of work.

● How do you know if a TVET education is for you? You prefer to learn by doing. You respond to more hands-on learning rather than classroom learning

● You already have a specific career (or at least a specific career field) in mind.

● You want to start work as soon as you can.

● You want to learn practical skills in a real world environment.

● You need a flexible option where you can work while you study.

TVET qualifications play a vital role in the country's economy by equipping the workforce with knowledge and skills from basic to advanced levels in various economic sectors. As a student, pursuing a TVET qualification enables you to acquire real skills that you will be able to build on with further training or apply in a job. Here are some more reasons why TVET qualifications could be an option for you:

A job-ready option with hands-on

experience

TVET qualifications equip you with specific skills that you need at the workplace. You will have hands-on practical experience that will prepare you for the challenges and opportunities you may face at work. This will also help build your confidence. You will be job-ready when you are qualified in the sector you have been trained in.

## High demand by industry

The growing economy in the country and within the region requires workers who are skilled at various levels. Although you may start as a low-medium skilled worker, you can gradually build on your experience and with further training, become a highly-skilled worker in an industry that has high employability rates.

Become better at what you are good at

You may already know what area or field interests you and would rather avoid an academic pathway. Perhaps you'd like a career in auto repair or could hospitality be your dream job? By getting a TVET qualification, you can go right into the field you are interested in. Also, the qualification shows employers that you have been certified to do the job.

Affordable, flexible and shorter duration

Skills qualifications require a shorter time to complete compared to conventional academic pathways. Ranging from 3-24

months, the shorter duration means that students are more likely to complete the course. In addition, some of these courses allow students to work and study, making it an affordable and flexible option.

## Financial aid

If you are looking for funding for skills qualifications, you can apply for a Higher Education Loan Board (HELB) loan (<http://www.helb.co.ke/>) or pursue a scholarship from various organizations or explore apprenticeship schemes from companies that are offered from time to time.

**THE ONLY  
REAL FAILURE  
IN LIFE IS  
THE FAILURE  
TO TRY.**

## Examples of TVET careers:

<p>Agribusiness Animal Science Appliance Repairer Auto Body Repair Automotive Service Technology Aviation &amp; Aerospace Baker/Pastry Artist Barber/Hair Stylist Brick Mason Broadcast Media Business Carpenter Carpentry and Construction Carpet Installer Child Care and Education Computer Information Cook/Chef Cosmetologist Cosmetology Court Reporter Criminal and Legal Culinary Arts Dental Hygienist Drafter Electrical Occupations Electrician Electronics Energy and Power Engine Technology Entrepreneurship Esthetician Fire Fighters Floor Layer Food Science Graphic Arts Health Occupations Horticulture and Landscape Design Horticulture Specialist Hospitality, Recreation and Tourism Hospitality/Tourism Specialist Instrumentation and Control Interior Decorator</p>	<p>Interior Design Inventory Analyst Journalism Landscape Designer Locksmith Machining Machinist Manufacturing Masonry Mechanic Mechatronics Medical Assistant Nail Technician Painting and Repair Paralegal Performing Arts Photography &amp; Film Plumber Plumbing Power Plant Operator Printing Printing Press Operator Protection and Investigation Real Estate Appraiser Robotics Security Alarm Installer Security and Risk Management Solar Energy Installer Sound Engineering Technician Stone Mason Surveyor Telecommunications Tool/Die Maker Tour Guide Transportation Travel Agent Veterinary Technician Visual Arts Water Treatment Operator Web Designer Welder Welding and Metal Arts X-Ray Technician</p>
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**FACT:**

Many of the jobs expected to drive economic growth and mobility in the future will not necessarily require the traditional academic, the vocation pathway. Instead, the vocation path, which includes apprenticeships and on-the-job training, can open doors to an endless array of careers.



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offers:

- Market expertise; market entry and B2B business contact facilitation,
- Quality assurance and certification for vocational education schemes following the German dual model

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More information under: [www.kenia.ahk.de](http://www.kenia.ahk.de)



Can a company succeed if no one is in charge?

## Get Rid of your Boss

While trades like law, teaching, engineering, accounting, medicine are well organised and have associations to support and legitimize the trade there are many members of the service industry who have not yet organized. This lack of organization is a missed opportunity for joint exposure, trade legitimacy, networking, lobbying and perhaps more importantly – income generation. Global Communities, an international non-governmental organization operating in over 20 countries, including Kenya, is pioneering the concept of worker owned cooperatives in the service industries as means of uniting artisans and create a pool of talents which the public can turn to for guaranteed quality service under its United States Agency for International Development funded Enabling Market Integration through Rural Group Empowerment (EMIRGE) Program.

Worker-owner cooperatives utilize the same cooperative business model that you often find in rural areas but apply it in a modern, effect way. Likeminded skilled professionals come together to jointly market and legitimize their trades. An association stops at this point but the cooperative is both owned by the members and becomes the major source of business and income for the members. Instead of each member working as an individual entrepreneur, the cooperative is paid a percentage of that member's earnings in return, this democratic union uses this percentage to build the capital of the group, market and find new opportunities for members, provide leading edge capacity building for members and provides a voice for members within the community. This type of service cooperative is 'by the people, for the people'.

One example is FundiTech, a pre-cooperative of artisans and craftsmen and women in Nairobi County. It is an effort of skilled artisans or "fundis" using the worker-owner cooperative business model to build their own business of like professionals to change the face of fundi's in the country. As worker-owners, FundiTech members can set the terms of their own employment, remove avenues for exploitation and promote quality standards in their field. To ensure quality, members have technical training certificates and as the cooperative grows, experienced members mentor new members and technical in-service training programs can be offered to keep members on the forefront of their field. Where once the members were acting as individual entrepreneurs, they are now part of a larger company that legitimizes and promotes the skills and livelihoods of the members.

Cooperatives like FundiTech seek to improve the standards of living of members and also provide soft skills on professionalism, customer service, workforce standards and other areas that will improve the client interactions and the perception of the fundi. By providing ownership in the form of member shares, the worker-owner element incentivizes members to work to the best of their ability to enhance the reputation and profitability of FundiTech. While still in its formative stages, FundiTech wants to become a "one stop shop" where clients can access quality service in the building and construction industry from project design to interior finishing.

The worker owned cooperative model can be applied to nearly any technical area and is a good opportunity to consider for those youth leaving vocational schools and looking for their first jobs. Where individual tradesmen and women trying to promote themselves in a crowded marketplace is often a difficult path for finding sustainable employment, cooperatives are able to become a clearinghouse for opportunities. With a strong business plan, jointly developed by members, the cooperative has the ability to build a brand, advocate for members and promote the quality standards of the cooperative.

This business model can be applied across the services industry and trades.

## TVET helping break gender norms

Gender inequalities have led to limited access to and control over productive resources, access to education and to financial services and other constraints limiting employment options. For women living in the informal settlement the challenge is often greater as they face limited education opportunities and role models.

Such as been the experience of Georgina, a 33 years old single mother of two children from Dandora. Georgina dropped out of school at class 7 due to financial challenges and family pressures. She quickly became pregnant. Her husband left her and her two children to fend for themselves. To make ends meet, Georgina started doing odd manual jobs at construction sites as the sites were prevalent and willing to take on day labourers. But because she did not have technical skills or certifications her pay was low and she struggled to support her children and pay rent. She also faced discrimination.

"I used to compete with men for manual jobs which were not constant, and at times I could be turned away because I am not masculine" said Georgina as she discussed the difficulties faced by women when they seek access jobs that are traditionally dominated by men.

Georgina's life turned around when she was selected to participate in an innovative pilot TVET training on masonry skills enhancement which was made possible through a partnership between Global Communities an international nongovernmental organization and the Housing Finance Foundation under the USAID funded Kenya Tuna Uwezo program. The three weeks on-site training targeted youth and women with limited skills in construction with aim of increasing their knowledge and skills and ultimately their employability in the construction sector. The course focused on practical skills in bricklaying, masonry, plastering and scaffolding as well as construction



site safety. The course also involved some classroom based theory training. The TVET officials from the Ministry of Industry participated in the launch of training and the graduation which took place in 2015 at Komarock Shopping Mall. Georgina was one of 33 women who successfully completed the training along with their male counterparts. Graduates were awarded certificates.

The training not only built her skills but also helped her to improve her economic situation. "Before the training I used to earn an irregular income of between 300 and 400 KES per day but today, after the training I earn between 800 and 1,000 KES per day basically because of the certification" said Georgina proudly. The training has also helped to change the mindset of people from Dandora that women can be skilled artisans and compete with men for construction work. Georgina points out that she still faces challenges of being trusted by foremen at

the construction sites when looking for jobs because she is a woman. But she has managed to convince the contractors that she is a good bet not only through her certificate and tool kit but also by excelling in the practical interviews administered to her. She attributes this to the TVET training received. Georgina confessed that, if it were not for the skills acquired in the TVET training it would be impossible for her to get any job as a skilled artisan.

Georgina has been an inspiration to other women and young people who still hold the perception that construction jobs are meant for adult men.

According to her, there are several and equal opportunities for men and women to compete in the construction industry as they only need to be aggressive and get the right technical training. Her parting shot, "It is time for women to wake up and get aggressive as nothing was created to be done by men exclusively, particularly in the construction industry".

## Kenya requires highly skilled and innovative artisans and technicians

The Government of Kenya, through the Ministry of Education, is reforming the TVET subsector to ensure it plays the important role in providing relevant knowledge and skills and helps to attain Kenya's Vision 2030 of a newly industrialized nation offering high standards of life to its citizens.

The country requires highly skilled and innovative artisans and technicians to accelerate the growth of industries. The TVET subsector is undergoing a raft of reforms including a policy framework on competency-based education and training that will be industry driven to ensure that new trainees meet the standards industry requires. National Polytechnics and

other TVET institutions are expected to offer opportunities for young people to gain technical skills both for self and formal employment.

Since TVET institutions play a critical role in developing the skilled manpower for industrial development, the TVET Authority is working to create a very close collaboration with industry to make training demand-driven and competency-based with an objective of making TVET relevant to the youth.

The Hands on the Future National TVET Conference and Skills Show, therefore, comes at an opportune time to showcase the successes of the TVET subsector and identify ways in which it can be further enhanced for our youth, and for our



By Dr. Fred O. Matiang'i, Cabinet Secretary, Ministry of Education





# Relevant Skills needed, including Technical and Vocational Skills, for Decent Jobs and Entrepreneurship



Quality education and training is the basis to improving people's lives for sustainable development and growth. The Sustainable Development Goal (SDG) No. 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all", challenges us to ensure equal access for all while substantially increasing the number of youth and adults who have relevant skills, including technical and vocational skills, for decent jobs and entrepreneurship. When we accomplish this, we will be well on the way to transforming the world. The TVET sector is expected to play a leading role in the provision of adequate mid-level skilled professionals required to drive the

economy. The negative attitude towards TVET as education reserved for "failures" in formal education must be eradicated. The Government has made much progress in increasing access to education and training at all levels through the establishment of additional TVET institutions, equipping them with state-of-the-art training facilities and the provision of loans and bursaries for TVET study. TVET institutions are expected to respond to the diverse training needs of learners and prepare them for both formal and self-employment. The Hands on The Future National TVET Conference and Kenya Skills Show has brought together stakeholders in the TVET sector. This Conference and Skills Show

will help participants to refocus their view towards TVET. The ultimate rebranding of TVET, however, will be the uptake of TVET graduates into our businesses with decent-paying jobs. This Conference and Skills Show will act as a good reminder for all of us, especially parents and prospective trainees, that TVET programs are equivalent substitutes to other academic programs since they offer abundant opportunities for advancement of necessary skills required for the economic growth of our country.

**H. E. William Somoe Ruto, EHG, the Deputy President, Republic of Kenya**

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