

Challenges Facing Technical Training in Kenya

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Technical education is necessary if Kenya is to industrialize by the year 2030. Relevant skills have to be given in Technical training institutions. The training in T.T.Is should therefore be market driven. The current study was designed to investigate on challenges facing skill training in T.T.Is. This study focused on the adequacy of training facilities, relevance of facilities, relevance of curriculum and the trainers' level of qualifications. Descriptive survey research design was used for the study. Snowball sampling technique was used to identify T.T.I graduates and their employers became automatic respondents. A sample size of one hundred and sixty eight respondents was used for the study. The study found out that training facilities used by T.T.Is are inferior to facilities used in industries and business organizations. Majority of respondents indicated that T.T.I graduates possess very irrelevant skills in relation to skill needs in industries and business organizations. This implies that training policies need to be urgently reviewed to ensure that training is market driven. The study recommends an urgent overhaul of the training curriculum to enhance adequacy of skill training to skill needs in industries and business organizations.

Keywords: Challenges; Skills; Relevance and Adequacy

Introduction

The history of Technical and Vocational Education and Training (T.V.E.T) in Kenya is as old as the formal education. The British government used this type to produce critical human resources needed to develop the then Kenya colony. The Koech Commission of 1999 observed that the country needed construction workers, home, office furniture, and agricultural workers. Sifuna (1992) observes that industrial training in basic skills had started by 1921.

To facilitate the realization of expanded human resource, the United Nations Economic Commission for Africa and UNESCO jointly sponsored the May 1961 Addis Ababa Conference of African States on Human Resource Development and Training. The conference recommended that Africa's priority in human resource training and development should be accorded to ensuring that an adequate proportion of the population receives at secondary and post secondary levels the kind of skills required for economic development, UNESCO (1961: p. 4).

This conference emphasized the need to match human resource training to economic development. The conference underscored the point that economic growth and diversification would require a greatly expanded reservoir of human resource with relevant technical skills and abilities. The conference pointed out that the chief source for development of technical skills and abilities would be the technical curricula of the formal school system. It noted that Technical and Vocational education must be reinforced at various levels to train individuals with "Polyvalent" abilities, able to adopt to changing human resource demands. Expanded programmes of technical education are mandatory if urgent need for qualified specialists to run the existing and projected economic institutions are to be met, UNESCO (1961: p. 6).

The G.O.K (1981), recommended the 8-4-4 education system

in an effort to promote technical education. Sifuna (1992) states that this recommendation had its basis on the previous government efforts to emphasis non-formal education, which were elaborated in various forums such as:

1) The International Labour Organization Mission Report on employment, income and equality; a strategy for increasing productive employment of 1972.

2) The recommendations of the National Committee on Educational Objectives Policies of 1975.

The G.O.K (1981), further recommended the establishment of Technical Training Institutes (T.T.Is) from former Technical Secondary Schools as tertiary institutions for teaching of practical skills to facilitate direct employment, self-employment and employment in the informal sector. In spite of the emphasis placed on technical education by conferences and commissions, an International Labour Organization (ILO) Report of 1992 observed that young people coming out of the technical institutions lacked employable skills (Kerre, 1992). This puts to question the quality of skill training in T.T.Is. This observation calls for a systematic study to establish the challenges facing technical training in Kenya. This study was thus an attempt to determine the challenges hampering the imparting of skills offered in Technical Training institutes to its graduates.

Statement of the Problem

Technical skills form the basis for the realization of industrial transformation and a meaningful quest for Kenya's Vision 2030. Besides, technical skills are a basic requirement that enable members of the society to engage productively in the life of a society. Technical training is done through Technical Training Institutions. Various education commissions, International Conferences and ILO Reports, have continuously queried the relevance of Kenyan T.T.I graduates. This study sought to

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Intellectual Property Law in Africa Caroline B. Ncube, 2023-06-29 Examining the harmonisation of Intellectual Property policy law and administration in Africa this book evaluates the effectiveness of efforts to establish continental Intellectual Property institutions and frameworks It also considers sub regional initiatives led by the regional economic communities and the regional Intellectual Property organisations focusing on relevant protocols and agreements that address Intellectual Property as well as the implementing institutions The book assesses the progress of such initiatives with particular reference to the current socio economic status of African states It argues that that harmonisation initiatives need to be crafted in a way that is supportive of the developmental goals of African states and advocates for due consideration of individual states unique conditions and aspirations This book will be of great relevance to scholars and policy makers with an interest in Intellectual Property law and its harmonisation in Africa

Peacekeeping in Africa Marco Jowell, 2018-02-21 In recent decades African states have developed an impressive infrastructure for training their peacekeepers In addition peacekeeping peacebuilding and associated areas of conflict resolution have become significant areas of employment Marco Jowell has spent a decade working in peacekeeping training in East Africa initially as one of the foreign Technical Advisers at the Peace Support Operations PSO training centre in Kenya the International Peace Support Training Centre IPSTC and subsequently as a strategic adviser to the Rwanda Peace Academy Using first hand experience he considers how military forces from a variety of African states with great differences in history language and political systems and with militaries with different cultures and capabilities can conduct complicated multinational peacekeeping operations He shows how regional peacekeeping training centres provide an environment for African elites predominately military to interact with each other through shared training and experiences This process of interaction or socialisation improves skills but also encourages cohesion so that future African led missions will be managed by well trained officers who are comfortable and willing to work within a regional or Pan African framework Jowell shows that part of the aim of peacekeeping training centres is to foster a Pan African outward looking ideology or disposition as well as improving technical ability This book will be essential reading for all involved with African military and security studies and analysts of peacekeeping training and operations

From Reversal of Fortune to Economic Resurgence Banji Oyelaran-Oyeyinka, Oyebanke Abejirin, 2024-11-05 This book examines Nigeria Africa s largest economy and most populous country and Asia in comparative development and sectoral perspectives We traced the divergent growth in wealth between the two regions It takes a novel approach of matching key growth sectors across five selected Asian countries and Nigeria in a cross regional context We found that state and institutional capabilities underlying the generation and diffusion of industrial and technological knowledge in Asia distinguished it from Africa We employ quantitative and qualitative methods including case studies and statistical econometric methods to analyze factors that separate the sample countries that made rapid economic progress in catching up and those that tend to be stagnating

and falling behind Progress made by Asian countries over the last five decades was due in large part to their pursuit of industrialization technological acquisition underpinned by leadership good governance and policies in the right institutional contexts The four Asian countries compared with Nigeria are Indonesia Malaysia South Korea Vietnam and Bangladesh There was not one grand development formula however the strategy broadly consisted of industrial vertical diversification as well as horizontal diversification in agriculture Building industrial capabilities that enable export competitiveness was critical Again while leadership is not usually included in factors of growth the book devotes a chapter to Leadership and Industrialization and another to State Capacity Industrialization and Economic Growth African countries on the contrary took the low road in exporting minerals and raw agricultural commodities with little value addition in the process Africa experienced a reversal of fortune The African condition is manifestly a Reversal of Fortune because in the 1950s they were ahead of or equal to Asia in per capita income as well as in other development metrics We carried out empirical measurement of Reversal of Fortune manifested in economic social technological and industrial conditions by analyzing the disparities in development metrics particularly the levels and rates of growth of national incomes industrialization rates and Human Development Index HDI The differences are stark

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