

**TALKING NOTES FOR THE CABINET SECRETARY,  
MINISTRY OF EDUCATION, HON. EZEKIEL MACHOGU,  
CBS DURING THE MEETING WITH PRINCIPALS AND  
MANAGERS OF TECHNICAL AND VOCATIONAL  
EDUCATION AND TRAINING, HELD ON 15<sup>TH</sup> FEBRUARY,  
2023**

The Principal Secretary, State Department for Technical and Vocational Education and Training, Dr. Esther Muoria;

The Director of Technical Education, Mr. Tom Mulati;

Distinguished Guests;

Ladies and Gentlemen.

Good morning!

1. It is my pleasure to join you this morning to engage with you on a few matters concerning the Technical and Vocational Education and Training (TVET) sector.
2. The TVET sector is the leading engine for the production of adequate and relevant skilled middle level human resources required for the attainment of national development. As such,

we need to collaborate to ensure that the sector lives up to these demands.

3. This is why the Government is keen on undertaking key legal and administrative reforms to ensure that the TVET sector, as indeed the education sector generally, functions optimally.
4. As you are all aware, His Excellency the President established the Presidential Working Party on Education Reform, whose terms of reference include reviewing the law governing tertiary education and to make recommendations with a view to streamlining the sub-sector. The Working Party was also tasked with reviewing and recommending a governance and financing framework for TVET training and development.
5. As stakeholders in the sub-sector, it is critical that we take the opportunity of the Working Party to provide views and proposals that will help streamline the sector.

**Ladies and Gentlemen,**

6. Even as we await the recommendations of the Working Party, there are several issues that we, as stakeholders in the sector are aware of, and which we continue to address.

7. One of these issues is staff shortages. The current establishment of trainers in TVET institutions is **6,201** indicating a shortage of **8,817** trainers. This means that we are unable to meet the recommended trainer to trainee ratio of 1:30 for business courses and 1:20 for STEM courses.
8. To address this shortage, I have been engaging with the National Treasury, which has now approved a phased recruitment of 3,000 additional trainers, starting April of this year. I have already sent out a request to the Public Service Commission to commence the recruitment process.
9. I have also requested the Public Service Commission to develop mechanisms to facilitate the recruitment of trainers on a rolling basis as vacancies arise due to attrition. This will ensure that vacancies are filled expeditiously on the basis of the existing budget, without having to seek new approvals.

## **Ladies and Gentlemen,**

10. We know that TVET institutions have not been able to attract and retain highly skilled manpower due to relatively poor terms of service. I believe that a productive workforce requires to be incentivized and motivated in order to produce concrete results.

To this end, the Ministry shall work closely with you and other critical stakeholders in the TVET sub-sector to improve your terms of service.

11. On training equipment and machinery, the Government has done fairly well, as most institutions have well equipped laboratories and workshops. The Ministry will still continue to map the needs across the country and to identify institutions that are in need of equipment and machines.
12. Even as we do this, however, it is incumbent upon you to ensure that these equipment is optimally utilised. I have noted, with great concern, that only about 10% of the existing equipment capacity is optimally utilized. This is a serious indictment on you as managers. It demonstrates that you have not properly subscribed to the idea of making your institutions “teaching factories.”
13. It is also concerning that the only achievement derived from the equipment supplied under the China Project from as early as the year 2012 has been the fabrication and export of spare parts to China worth Kshs. 10 Million only. This is a huge underperformance bearing in mind the huge amounts of capital the Government has put into the China Project. TVET institutions

need to work more closely with industry, including Micro, Small & Medium Enterprises so that you can create synergies in research, innovations, designs and commercialization of innovations. You need to be “training with, and not just for, the industry”.

### **Ladies and Gentlemen,**

14. I have seen the TVETA Quality Audit Report for Public & Private TVET Institutions for the 2021/2022 FY, which is essentially a score card for all of you. On the linkage of TVET institutions with industry, the report showed that only 9 out of 400 institutions requested for the feedback from the industry for use in improving their training. This, shows how weak the linkages between the TVET institutions and the industry are. There is need to strengthen and deepen these linkages.
15. This will not only increase your finance base but will also ensure the optimal use of equipment and above all, improve the quality of training and eventually the quality of graduates that you shall be releasing to the market. That is how our TVET sector will be competitive internationally.
16. In the near future, deployment to the headship of TVET institutions shall be evaluated against an individual’s actual

performance in terms of improved employability of your graduates and on numbers of beneficial and profitable industrial linkages that you nurture in your respective stations.

17. The TVETA report also shows a favourable score for the National Polytechnics; however, there is need for the National Polytechnics to improve on Innovation, Research and linkages where they had a modest average score of 72%.

18. The National Polytechnics, being the apex institutions in the TVET sector, must be the leaders in Innovation, Research and Industrial Linkages. The Public TVCs, on their part should also foster collaboration with the National Polytechnics in this area so that they can improve on their score which, stands at 44%.

**Ladies and gentlemen,**

19. Some of the new Public TVCs have scored dismally in leadership management & Governance, Human Resource, Program Evaluation, Trainee Support and, in addition to Innovation, Research and Linkages. These new TVCs should ensure that they enter into meaningful collaboration with neighbouring National Polytechnics and well established TVCs so that the new TVCs can be receive the much needed mentorship to improve on these scores.

20. The “Program evaluation” measurement criteria in the TVETA report examined actual programmes offered and trainees enrolment against licensed courses and approved enrolment. In the ratings, 43% of the Public TVET Institutions exceeded the enrolment ceiling, thereby putting a strain on the available infrastructure and equipment. This negatively affects the quality of training and by extension, the quality of the graduates from your institutions. It is prudent to ensure that enrolment is within the approved metrics. If the institution is oversubscribed, some of the trainees can be transferred to neighbouring institutions operating below capacity.
21. I urge you to ensure that you put emphasis on enrolling in the Technical Courses as opposed to Business Courses since that is the area where our economy has an acute shortage of skilled labour. I also urge you to incorporate entrepreneurship as an aspect in the technical training to ensure that trainees are empowered to create and seek opportunities related to their skills.
22. Going forward, TVETA should ensure that all Public and Private TVET Institutions, put in place a robust internal Quality Assurance system, which shall be subjected to the annual TVETA audit.

23. TVETA should also give the “below average institutions” biannual targets to ensure they improve on their performance. In case these institutions show no improvement within the year, their licenses to train should be suspended and reviewed in accordance with the regulations in case they want to continue training; and
24. County Directors of TVET, being the Cabinet Secretary’s representatives in their respective regions, should carry out impromptu inspections on Private and Public TVET institutions and file their reports with my office every quarter.

**Ladies and Gentlemen,**

25. I urge you to re-dedicate yourselves so that we can take TVET to higher levels of excellence, where it will be an international benchmark. We need to develop and nurture a culture of continuous improvement in service delivery. As the Cabinet Secretary, I assure you of my unwavering support in this quest. I espouse an open door policy and I am ready and available for engagement on how best we can steer the TVET sub-sector to greater heights.
26. I thank you very much. May God bless you.

