Adult and Continuing Education in Kenya: The Need for Transformative Leadership

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Abstract

As a multidisciplinary process, Adult and Continuing Education (ACE) is meant to foster efficient lifelong learning throughout life. To achieve this, it should be geared towards providing knowledge, skills as well as attitudes that ensure equal opportunities to life, meeting the needs of individuals of all ages so as to understand the world and the changes being experienced. In a bid to attain a newly industrialized status, Kenya's Vision 2030 development plan endeavours to develop the relevant human resource base through, among others, ACE. However, the provision of ACE in Kenya faces such challenges as inappropriate learning environment, inadequate instructional materials and the inability to balance career and family demands. This is partly due to inept leadership, non-adherence to the relevant policy guidelines and pieces of legislation. In this paper, it is asserted that in order to achieve the aims of ACE, embracing transformative leadership is paramount. Thus, this piece of work is informed by the theory of transformational leadership which lays emphasis on how leaders, in various fields, can actually impact and or transform their subjects positively, and vice versa. In addition to exploring the policy and legislative frameworks concerning the provision of ACE in Kenya, this paper provides some intervention measures to the outstanding challenges.

Keywords: adult and continuing education; challenges; legislative and policy frameworks; prospects and transformational leadership

1. Introduction

Kenya's national philosophy of education underscores the need to develop the human resource so as to attain the country's development goals (Republic of Kenya-ROK, 2012). Accordingly, education in Kenya should be geared towards developing one's potential fully. Among others, this will help produce individuals who are intellectually, physically and emotionally sound. In specific terms, such an education should make one to be patriotic, humane, honest and have mutual respect as well as high moral status degree.

Indeed, the current national policies and Constitution take cognizance of the fact that all citizens have a right to basic education (ROK, 2005a; 2010; 2012). This is in line with international education commitments as well as conventions, including the Jorntien Protocols and the Millennium Development Goals to which Kenya is a signatory (ROK, 2007b). It is important to note that ACE provides avenues for those who are not within the formal school set up to reap the fruits of education. Other than improving one's professional qualifications, ACE is aimed at achieving civic, social, moral and cultural attitudes as well as skills necessary in order to progress in every sphere of life. And, to achieve this, ACE programmes should be consciously designed to meet specific learning needs.

As per Ndiku, Muthamia, Ipara and Obaki (2009), lifelong learning is vital, especially in coping with the global trends in technology, politics and the economy. This, they assert, ensures citizens fit well in society and harness the environment sustainably. Since independence, Kenya has made effort to reduce adult illiteracy so as to enhance its socio- economic development (UNESCO, 2007). Indeed, the milestones towards achieving adult literacy were

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