

# Challenges Facing Technical Training in Kenya

Antony K. Sang<sup>1</sup>, George M. Muthaa<sup>2</sup>, Zacharia K. Mbugua<sup>3</sup>

<sup>1</sup>Department of Curriculum, Instruction and Educational Management, Egerton University, Egerton, Kenya

<sup>2</sup>Department of Curriculum, Instruction and Educational Management, Chuka University College, Chuka, Kenya

<sup>3</sup>Faculty of Education and Resources Development, Chuka University College, Chuka, Kenya

Email: sangatoney@live.com

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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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## **Table of Contents Technical University Kenya Latest News About 2015 2016 Prospectus**

1. Understanding the eBook Technical University Kenya Latest News About 2015 2016 Prospectus
  - The Rise of Digital Reading Technical University Kenya Latest News About 2015 2016 Prospectus
  - Advantages of eBooks Over Traditional Books
2. Identifying Technical University Kenya Latest News About 2015 2016 Prospectus
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Technical University Kenya Latest News About 2015 2016 Prospectus
  - User-Friendly Interface

4. Exploring eBook Recommendations from Technical University Kenya Latest News About 2015 2016 Prospectus
  - Personalized Recommendations
  - Technical University Kenya Latest News About 2015 2016 Prospectus User Reviews and Ratings
  - Technical University Kenya Latest News About 2015 2016 Prospectus and Bestseller Lists
5. Accessing Technical University Kenya Latest News About 2015 2016 Prospectus Free and Paid eBooks
  - Technical University Kenya Latest News About 2015 2016 Prospectus Public Domain eBooks
  - Technical University Kenya Latest News About 2015 2016 Prospectus eBook Subscription Services
  - Technical University Kenya Latest News About 2015 2016 Prospectus Budget-Friendly Options
6. Navigating Technical University Kenya Latest News About 2015 2016 Prospectus eBook Formats
  - ePub, PDF, MOBI, and More
  - Technical University Kenya Latest News About 2015 2016 Prospectus Compatibility with Devices
  - Technical University Kenya Latest News About 2015 2016 Prospectus Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Technical University Kenya Latest News About 2015 2016 Prospectus
  - Highlighting and Note-Taking Technical University Kenya Latest News About 2015 2016 Prospectus
  - Interactive Elements Technical University Kenya Latest News About 2015 2016 Prospectus
8. Staying Engaged with Technical University Kenya Latest News About 2015 2016 Prospectus
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Technical University Kenya Latest News About 2015 2016 Prospectus
9. Balancing eBooks and Physical Books Technical University Kenya Latest News About 2015 2016 Prospectus
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Technical University Kenya Latest News About 2015 2016 Prospectus
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Technical University Kenya Latest News About 2015 2016 Prospectus
  - Setting Reading Goals Technical University Kenya Latest News About 2015 2016 Prospectus
  - Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Technical University Kenya Latest News About 2015 2016 Prospectus
  - Fact-Checking eBook Content of Technical University Kenya Latest News About 2015 2016 Prospectus
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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