

IMPROVING SKILLS

FOR YOUNG PLUMBERS
AND ELECTRICIANS
THROUGH
DUAL APPRENTICESHIP
TRAINING



NAIROBI 2022

Funded by



Swisscontact
SWISS FOUNDATION FOR TECHNICAL COOPERATION
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Nairobi

Implemented by



PROJECT RATIONAL

The construction sector is among the fastest-growing industries in Kenya and is expected to become increasingly important in the future. However, Kenyan construction companies cannot fully exploit the opportunities of this growth because there is a shortage of skilled labour for trades like electricians and plumbers. Current training offers are disconnected from the industry needs.

The situation has encouraged the Hilti Foundation and Swisscontact to start an employer-led dual apprenticeship programme for the construction industry in Kenya. The project is funded by the Hilti Foundation, supported by international partners such as Geberit, Schneider, and implemented by Swisscontact. The aim of the project is to develop a skilled workforce that meets the industry demands, starting with plumbers and electricians.

“The programme combines practical training in a company with theoretical classroom training.”



The involvement of the companies is key in defining the skills that apprentices need to acquire and providing them with the opportunity to put into practice what they have learnt in the classrooms.

KENYAN DUAL-APPRENTICESHIP PROTOTYPE

The key features of the dual apprenticeship prototype for Kenya are:



Targeted Levels

- KNQA Level 4
- NITA Government Trade Test (GTT 1)
- KNQA Level 5
- NITA Master Craft Person (Level 3).



Recruitment

The employer will recruit the apprentices as employees of the company.



Duration

The duration for training is approximately 2 years.



Entry level

The entry level is graduates from secondary school (KCSE) with 18 years of age and above.



Swiss Curricula

The curriculum to be used is a high-quality Swiss Curricula adapted to the Kenyan context fulfilling the requirement of the Kenyan employers.



Training model

The training model will be organized in a way that the **apprentices will work in company 3 weeks a month** under the mentorship and supervision of the designated mentors and **will join the TVET school 1 week a month.**

BENEFITS FOR COMPANIES ENGAGING APPRENTICES

GROWTH

The best will
grow within the
team

QUALITY

Helps to improve
the quality of the
product or service

CULTURE

Opportunity
to develop the
values and the
culture you want
in your people

PRODUCTIVITY

Increased productivity
Developed skills and
knowledge that are
directly relevant
Addresses specific
skill gaps

WHY DO COMPANIES TRAIN APPRENTICES?



Enterprises benefit from the learning culture



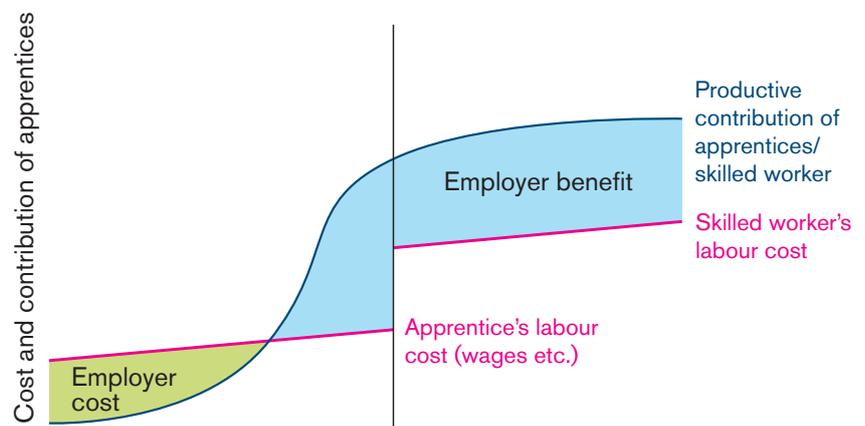
Improved reputation



Overall positive impact on the industry



Enterprises will derive a net benefit from the apprenticeship



ROLE

OF THE EMPLOYER COMPANY IN THE DUAL-APPRENTICESHIP TRAINING

- Provide in-company mentors to offer guidance, train, and supervise the apprentices during their work-based learning period.



THE COMPANY WILL

- Identify, select and recruit apprentices
- Provide payment to the recruited apprentices in line with the government regulations. The minimum monthly wage of the apprentice is as follows:
 - Year 1 of apprenticeship @ 11,656 KSH per month
 - Year 2 of apprenticeship @ 14,570 KSH per month
- Fill and submit an application for hosting apprentices in line with the legal regulations under the National Industrial Technical Authority (NITA) Act, that will be supported and facilitated by the project
- Offer necessary insurances for instance; health & accidental/WIBA to the apprentices
- Provide educational support for the apprentices by:
 - Allowing apprentices to join the trainings in the designated training schools - 1 week a month.
 - Making payment of apprentices' school fees. Tentatively, 2,850 KSH per month per apprentice on an average. This represents 47.5% of the monthly school fees priced at 6,000 KSH. The remaining 52.5% will be cross financed by the project for the first cohort only.
 - Paying the assessment fee to NITA following the completion of the intermediate apprenticeship scheme by apprentices. This is priced at 10,000 KSH and is payable at the end of two-year apprenticeship scheme.
- Any other applicable statutory contributions such as NSSF, NHIF, income tax etc.
- Ensure that apprentices are learning at the workplace following the agreed curriculum.
- Ensure that apprentices are actively engaged in the workplace to accelerate learning and have access to appropriate tools and learning materials.

ROLE

OF THE PROJECT IN THE DUAL-APPRENTICESHIP TRAINING



The project will liaise with NITA to smoothen the process of accessing the levy fund. This should cover the school fees partially depending on the respective employer's contribution to the NITA levy fund.

THE PROJECT WILL

- Provide the necessary support to develop high-quality curricula for the relevant occupations
- Ensure capacity building of the trainers in the schools and companies
- Bear the costs of equipping training schools with modern, high-tech, and appropriate training facilities and workshops for plumbing and electrical installation trades that reflects the actual industry practice and upcoming modern technology.
- Cross-finance the apprentice school fees

For the first cohort of the apprenticeship training, the project will cross finance the school fees as below to minimise the initial risk for the employer companies:

Semester	The project will cross finance	The employer company has to bear
1st Semester	100% of the school fees	0% of the school fee
2nd Semester	70% of the school fees	30% of the school fee
3rd Semester	40% of the school fees	60% of the school fee
4th Semester	0% of the school fees	100% of the school fee

BENEFITS FOR THE APPRENTICES

Secured
jobs

The apprentices will acquire the following competences:

- Technical skills
- Soft skills
- Life skills
- Health, safety and environment
- Values and ethics

Get acquainted and accustomed to company cultures and values

Gather practical experience

Earn while learning

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