



REPUBLIC OF KENYA
MINISTRY OF EDUCATION

TVET DATA GAPS IMPLEMENTATION

Plan for the Year
2022–2027



Zizi Afrique
Foundation



ESSA
Education Sub Saharan Africa

TVET Data Gaps Implementation Plan for the Year 2022-2027

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Introduction

The purpose of this report is to indicate the implementation on the identified activities to fill data and knowledge gaps identified during the TVET data mapping exercise. The Implementation Plan is organized based on the following five thematic areas:

1. Strengthening knowledge to promote Access, Inclusivity and Equity;
2. Providing adequate data for Quality of TVET Programmes;
3. Providing adequate data for Relevance of TVET Programmes;
4. Enhancing knowledge on efficient resource mobilization, allocation and sustainability in TVET; and
5. Enhancing Governance and Management of TVET.

Implementation Overview

In order to ensure efficiency, the plan contains strategies that will be implemented under each theme to ensure the identified gaps are addressed. These strategies are as follows:

1. Strengthen knowledge to promote Access, Inclusivity and Equity
 - a. Infrastructure expansion
 - b. Support for trainees in TVET institutions
 - c. Mainstreaming of special needs in TVET
 - d. Gender mainstreaming in TVET
2. Provide adequate data for Quality of TVET Programmes
 - a. Provision of adequate competent trainers
 - b. Institutionalizing the participation of the industry in curriculum implementation
 - c. Strengthening Institutional Based Quality Assurance (IBQA)

3. Provide adequate data for Relevance of TVET Programmes
 - a. Supporting infrastructure and systems for linking TVET programmes to the labour market
4. Enhance knowledge on efficient resource mobilization, allocation and sustainability in TVET
 - a. Strengthening and coordinating resource mobilization
 - b. Provision of adequate and competent trainers
5. Enhance Governance and Management of TVET
 - a. Strengthen TVET Governance

Implementation of all these strategies will ensure strengthening of TVET sector by providing the policy makers and researchers with the necessary information.

Implementation Schedule

The implementation plan covers five years 2022/23 to 2026/27

Theme	2022/23	2023/24	2024/25	2025/26	2026/27
1. Strengthening knowledge to promote Access, Inclusivity and Equity					
2. Providing adequate data for Quality of TVET Programmes					
3. Providing adequate data for Relevance of TVET Programmes					
4. Enhancing knowledge on efficient resource mobilization, allocation and sustainability in TVET					
5. Enhancing Governance and Management of TVET					



Implementation Resources

The expected financial resources for implementing the plan total to Kshs 1552.2 million over the implementation period.

Theme	2022/23	2023/24	2024/25	2025/26	2026/27	Total
	Kshs Million	Kshs Million	Kshs Million	Kshs Million	Kshs Million	Kshs Million
Strengthening knowledge to promote Access, Inclusivity and Equity and establish TVET Knowledge Hub	59.1	49.6	34.5	29.5	24.5	197.2
Providing adequate data for effective implementation of TVET Programmes	10.0	28.0	37.0	22.0	16.0	113.0
Providing adequate data on Relevance, assessment of TVET Programmes and transition to the labour market	51.0	56.0	56.0	41.0	41.0	245.0
Enhancing knowledge on efficient resource mobilization, allocation and sustainability in TVET	80.0	103.0	97.0	87.0	87.0	454.0
Enhancing Governance and Management of TVET	62.5	82.5	107.5	158.0	177.5	588.0
Total	262.6	309.1	322.0	327.5	336	1,552.2

Appendix: Implementation Plan

Strategic Objectives	Strategies	Strategic Actions	Specific Activities	KPIs	Outputs	Responsibility
1. Strengthening Knowledge to promote Access, Inclusivity and Equity	1. Infrastructure expansion	a) Carry out status and needs analyses on TVET institutions' infrastructure development and equipment; Establish TVET Data Hub at National, County and Institutional Levels	i. Develop data collection tools ii. Administer the tools iii. Analyse and generate report	Number of institutions surveyed	Report on status and needs analysis. TVET Data Hub at the National level TVET Data Hubs at County and Institutional levels	MOE
		b) Develop a master plan on infrastructure expansion and equipment upgrade	i. Conduct a baseline survey ii. Analyse data iii. Conduct writing workshops	% of Infrastructure identified	TVET master plan to be updated annually	MOE
		c) Map and cluster infrastructure for training areas	i. Develop tools for data collection ii. Administer the tools iii. Analyse and generate report	Number of training areas identified	Clustered priority training areas	MOE



	2. Support for trainees in TVET Institutions	a) Develop and implement guidelines for subsidizing TVET	i. Conduct workshops for drafting guidelines ii. Engage stakeholders' public participation and validation iii. Develop a budget for implementation	Number of trainees supported	Guidelines developed and implementation monitored	MOE
	b) Strengthen linkages with KUCCPS and industry		i. Map stakeholders ii. Awareness creation campaigns	Number of operational partnership	MoU's developed	MOE, KUCCPS
	c) Strengthen linkages with stakeholders funding TVET such as HELB, NGCDF, County governments, development partners and the private sector		i. Evaluate existing MoUs with HELB, NGCDF and CoG ii. Conduct awareness campaigns iii. Develop reports	i. Number of programmes supported ii. Number of functional partnerships iii. Number of beneficiaries by group	MoU's developed	MOE, COG, MIDAS





	d) Operationalize the TVET Management Information System (MIS)	<ul style="list-style-type: none"> i. Conduct sensitisation workshops ii. Develop circulars on use and feedback mechanisms 	<ul style="list-style-type: none"> % functional data base uploaded by the operational institutions 	<ul style="list-style-type: none"> i. Reports generated from the data uploaded ii. Up-to-date data 	MOE
	e) Use TVET MIS to track status of TVET infrastructure	<ul style="list-style-type: none"> i. Designate officers to input data ii. Develop report and submit 	<ul style="list-style-type: none"> Number of institutions submitting data 	<ul style="list-style-type: none"> Reports on TVET infrastructure 	MOE
	f) Improve and expand the existing open distance learning infrastructure in TVET institutions	<ul style="list-style-type: none"> i. Undertake a survey to establish gaps ii. Analyse data 	<ul style="list-style-type: none"> Number of institutions implementing open distance learning 	<ul style="list-style-type: none"> ICT infrastructure in place 	MOE, Industry, Development Partners

		<p>d) Develop and implement a framework for institutions to support vulnerable trainees</p>	<p>i. Undertake a baseline survey to establish the gap ii. Develop a budget and implementation plan</p>	<p>Number of vulnerable trainees supported</p>	<p>Framework developed</p>	<p>PS, DTE, CP-PMU</p>
		<p>e) Strengthen guidance and counselling units</p>	<p>i. Undertake a baseline to determine gaps ii. Conduct training of Guidance & Counselling trainers, iii. Support the Guidance & Counselling infrastructure iv. Develop programmes that support Guidance & Counselling at the institution</p>	<p>Number of Guidance & Counselling Units operational</p>	<p>G&C units strengthened</p>	<p>PS,DTE,CP-PMU,BOARDS & COUNCILS</p>





	3. Main-stream special needs in TVET	<p>a) Carry out a status and needs analysis of trainees with special needs</p> <p>b) Provide disability friendly infrastructure and devices in TVET institutions</p>	<p>i. Develop M&E tools</p> <p>ii. Collect data</p> <p>iii. Hold a workshop for report writing</p> <p>i. Plan and budget for infrastructure and devices support</p> <p>ii. Purchase and allocate the infrastructure and devices</p>	<p>Number of trainees with special needs by groups</p> <p>% of compliance with disability friendly infrastructure, Number of institutions equipped, number of devices purchased</p>	Report on analysis	PS,DTE, DHRM
				Infrastructure and devices provided	PS/BOARDS AND COUN-CILS	
	c) Build the capacity of trainers to handle trainees with special needs	<p>i. Undertake a TNA to establish gaps</p> <p>ii. Plan and budget for training</p> <p>iii. Undertake the training</p>	<p>Number of trainers capacitated</p>	Trainers capacity build	PS, DTE, CPPMU &Boards/ Councils of TVET INSTITUTIONS	

		d) Recruit special needs caregivers	i. Develop a circular and guidelines ii. Recruit caregivers	Number of care givers recruited	Care givers recruited	PS, DTE, CPPMU & Boards/ Councils of TVET Institutions
		e) Create awareness among trainees and local communities to embrace inclusivity	i. Develop capacity building programme and materials ii. Conduct sensitisation campaigns	Number of special needs trainers trained and local communities forums held	Reports and analysis	PS, DTE, CPPMU & Principals TVET Institutions
	4. Gender mainstreaming in TVET	a) Establish the status of gender representation among trainees in TVET institutions	i. Develop tools for baseline survey ii. Analyse tools and existing data iii. Conduct a workshop to analyse data	Gender parity index (ratio)	Report on gender parity	DTE, CPPMU & Principals TVET Institutions





					i) Workshop to develop action plan	Action Plan (status of development & implementation)	Affirmative action developed	MOE
		b) Develop and implement an affirmative action plan on gender in TVET			<ul style="list-style-type: none"> c) Strengthen advocacy on gender mainstreaming 	Number of trainees trained	Improved gender parity	MOE, Industry
	2. Providing adequate data for Quality of TVET Programmes	1. Provision of adequate competent trainers		<ul style="list-style-type: none"> a) Undertake a status and needs analysis on TVET trainers 	Questionnaire	Questionnaire		MOE
				<ul style="list-style-type: none"> ii) Administration of the questionnaire 	Report on survey respondent	Training needs analysis report		MOE
				<ul style="list-style-type: none"> i) Develop, implement and validate guidelines on industry based trainers 	Collaboration between TVET industry and industry	Cooperative training practiced		MOE

		ii) Develop, implement and validate standards of assessors and verifiers	Standard developed	Recruited assessors and verifiers	MOE
	c) Develop and implement a professional development programme for trainers	i) Conduct a comprehensive trainers need analysis ii) Develop a systematic CPD training program for trainers	Trainers enrolled for CPD courses	Quality TVET	MOE, Industry
	d) Strengthen the performance management system.	i) Conduct periodic quality audit in TVET institutions	Trainers capacity enhanced	Trainers trained	MOE
			Quality audit	Increased performance and compliance	MOE





	2. Institutionalize the participation of the industry in curriculum implementation	a) Establish a structured mechanism for continuous trainers and trainees industry training	i) Institutionalize cooperative training	MOUs	Report on TVET trainers capacity	MOE, Industry
			ii) Sensitize industry on TVET institutions production capacity	Increased production in TVET institutions	Competent trainers and trainees	MOE, Industry
	b) Establish mechanism for industry to assess and verify Competency-Based Assessment (CBA) and Recognition of Prior Learning (RPL)		i) Train industry players as assessors and verifiers	Number of industry players participating in assessment and verification of competences	Reduction of results waiting time	MOE
			ii) Recruit and certify industry assessment centres	Number of certified industry centres	Reliable assessment results	MOE, Industry

3. Strengthen Institutional Based Quality Assurance (IBQA)	a) Build the capacity of trainers for effective quality assurance	i) Training of quality assurance	Number of staff	Increased performance and compliance	MOE
		ii) Sharing of best practices across TVET institutions locally and inter-nationally	Best practices employed	Increased performance and compliance	TVET institutions
	b) Develop and implement guidelines for Institutional Based Quality Assurance (IBQA)	i) Establish quality assurance committees	Framework(s) developed	Framework(s) developed	MOE
		ii) Develop TORs for the quality assurance committees	TORs	Increased performance	MOE
	c) Build the capacity of key TVET stakeholders on IBQA	i) Training	Number of training	Increased performance and compliance	TVET institutions





<p>3. Providing adequate data for Relevance of TVET Programmes</p>	<p>1. Supporting infrastructure and systems for linking TVET programmes to the labour market</p>	<p>a) Map and cluster priority training areas and match them with industry</p>	<p>i) Apply TVET MIS to map priority training areas</p>	<p>TVET MIS reports</p>	<p>Infrastructure in priority areas</p>	
		<p>b) Establish a database for skills and occupations in the country</p>	<p>i) Apply TVET MIS to map out skills and occupation priority training areas</p>	<p>TVET MIS reports</p>	<p>Training in priority areas</p>	<p>MOE, Development partners</p>
		<p>c) Roll out periodic tracer surveys to establish employability of TVET graduates</p>	<p>i) Conduct tracer studies</p>	<p>Tracer studies</p>	<p>Report on relevance of training</p>	<p>MOE, Development partners</p>
		<p>d) Realign TVET programmes to labour market needs</p>	<p>i. Carry out analysis of the skills needed by labour market</p>	<p>List of skills</p>	<p>Database for skills</p>	<p>MOE</p>

		e) Facilitate attachment, internships and apprenticeship of TVET trainees to relevant industries	i. Secure attachment, internships and apprentice for trainees in relevant industries	Number of students	Increased attachment numbers for students to internships and apprenticeship	MOE, Industry
4. Enhancing knowledge on efficient resource mobilization, allocation and sustainability in TVET	1. Strengthen and coordinate resource mobilization	a) Develop guidelines for resource mobilization	<p>i. Conduct a baseline survey for resource mobilization for TVET to establish the financing gaps</p> <p>ii. Prepare resource mobilization guidelines</p> <p>iii. Undertake stakeholder validation</p> <p>iv. Publish the guidelines</p> <p>v. Disseminate and implement guidelines</p>	Financing gap (Amount)	Survey Report	MOE
				Guidelines	Prepared guidelines	MOE
				List of stakeholders	Validated guidelines	MOE
				Guidelines	Guidelines published	MOE
				Guidelines	Implementable guidelines	MOE





	b) Implement regulations on public-private partnership in TVET financing		i. Implement regulations	Level of implementation of regulations (%)	Implementable regulations	MOE
	c) Strengthen sector-wide approach in financing TVET		i. Conduct stakeholder mapping to determine their roles in the provision and financing of TVET, produce report and update report annually ii. Develop a masterplan of all programmes in TVET; produce report and update report annually	List of stakeholders	Stakeholders report	MOE, Industry
					Master plan	MOE, Development partners

			iii. Establish resource coordination unit to be advising on TVET and Skilling components that are either underfunded or over funded	Funded TVET and skills components (%)	Established resources coordination unit	MOE, Industry
			iv. Institutionalize a robust financial management system	List of stakeholders	Financial management system	MOE
	d) Strengthen advocacy to support in TVET financing from diverse stakeholders		i. Conduct media campaigns and document TVET success stories	Video Recordings	Increase in enrollments	DTE Communication Office
			ii. Appoint TVET stakeholder champions at industry level at the TVET institutions and at community level	Appointment Letters	Improved CBET delivery	DTE & CDACC





			iii. Support TVET journals and publications and strengthen research and innovation for continuous improvement of TVET programmes	No. of research conferences & publications.	Increase in Innovations	DTE, TVET Principals DTE
			iv. Participate in skill exhibitions forums regionally and internationally	No. of exhibitions held regionally and internationally	Increase on Innovations	DTE, TVET Principals DTE
	2. Provision of adequate and competent trainers	a) Carry out a TVET human resource analysis	i. Undertake a baseline survey ii. Hold a workshop for analysis of data and report writing	Number of staff establish (status then)	Analysis done	PS, DTE & CP-PMU

5. Enhancing Governance and Management of TVET	Strengthen TVET Governance	b) Recruit adequate competent staff	<ul style="list-style-type: none"> i. Develop initiatives and advertise for positions ii. Carry out the recruitment process ii. Onboarding and deployment of the recruited staff 	Number of trainers hired	Staff recruited	
	a) Develop and implement a monitoring & evaluation (M&E) framework		<ul style="list-style-type: none"> i. Institutionalize reporting mechanism for the Financial Controls ii. Carry out a regular M&E in TVET institutions iii. Disseminate the M&E reports for action and compliance 	Number of reports	MIS Finance	DTE Planning
				Number of reports	Enhanced accountability	DTE Planning
				<ul style="list-style-type: none"> i. Number of circulars ii. Number of seminars 	Enhanced accountability	DTE Planning





			iv. Develop reporting guidelines for TVETs on budget and off budget support at the institutional level	i. Quarterly reports ii. Council/BoG minutes	Increased support and stability of institutions	DTE Planning
		b) Build the capacity of staff in M&E	i. Training needs assessment ii. Conduct trainings	List of programmes	Improved capacities	DHMRD, DTE
		c) Strengthen the capacity of staff, on financial management, at all levels to enhance accountability	Training on Financial management	Number of trained staff	Training projections & plans	DTE, DHMRD
		d) Link TVET MIS to other relevant databases	Link TVET MIS to KNEC, KUCPS & NEMIS	Number of MOUs/collaborations	Reliable data	DTE KUCPCS KNEC
6. All themes	Strengthen TVET information	TVET information consolidation	i. Conduct a conference to allow submission and analysis of existing data to inform policy	Number of papers submitted under each theme	Conference report and publications in journals	MOE, TVETA, Industry



