

## MESSAGE FROM THE DIRECTOR GENERAL - NATIONAL INDUSTRIAL TRAINING AUTHORITY



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The National Industrial Training Authority (NITA) and the Kenya National Qualifications Authority (KNQA) have enjoyed a cordial working relationship since the establishment of KNQA in 2014. The two agencies have had constructive engagements key among them being the development of the Kenya National Qualifications Framework (KNQF).

I applaud the KNQA Council and Management for the development of the Kenya National Qualifications Framework in 2018 as contained in the KNQF regulations 2018. This was conducted in furtherance of the KNQA's role on development of a framework for the development of an accreditation system on qualifications.

As documented by the KNQA, the KNQF is a learning outcome-based qualifications framework, comprising of all educational and training sectors and all forms of learning; formal, non-formal and informal learning. The KNQF comprises of levels, each being identified by a unique set of level descriptors. The framework presents a national framework for state and non-state actors to plan and deliver interventions that address skills development holistically.

NITA as a Qualification Awarding Institution (QAI) is responsible for implementation of the skills sub-section as contained in the KNQF. Upon gazettement of the KNQF regulations, NITA immediately

embarked on the process of reviewing the industrial training framework to align it to the KNQF. Consequently, NITA reviewed the Industrial Training (Trade Testing) Rules and the National Industrial Training Schemes for training of apprentices, indentured learners, skill upgraders and attachees.

NITA's Reviewed Industrial Training Schemes were gazetted in October 2020 while the Cabinet Secretary, Ministry of Labour and Social Protection gazetted the reviewed Industrial Training (Trade Testing) Rules in June 2021. The broad occupational areas covered by the 416 qualifications include computer trades, textiles and apparel, building, automotive, agriculture, hospitality, leather technology, security, mechanical, electrical trades, health, energy and hair dressing and beauty.

There have been numerous technical and administrative engagements between NITA and KNQA to ensure that all qualifications as presented by NITA for registration onto the KNQF meet the minimum set standards. Whereas NITA has been awarding qualifications in the past, the formal commencement of NITA awarding national qualifications as defined in the KNQF will now allow holders of Government Trade Test (I) Certificates to formally progress all the way to professional Master-Craftsperson Levels.

In addition, apprentices and skills-upgraders can now commence their certification at National Skills Certificate (NSC-I) to NSC-VII. The afore-mentioned national qualifications are well outlined and placed on KNQF level 2 to 8. The graduates from the skills sub-section can equally progress horizontally to other sub-sections in the KNQF including higher education and vocational and technical sub-sections.

A key outcome from NITA's accreditation process will be the ability of NITA to award national qualifications through Recognition of Prior Learning (RPL). Towards this end, NITA is proud to collaborate with KNQA in the development of the 1st Draft RPL Policy and Implementation Guidelines, which were validated on 20th August 2021 following the Presidential Directive on 1st June 2021.

I am confident that the recognition and registration of NITA qualifications on the KNQF will lead to an uptake of the qualifications with a projected over 100,000 candidates per annum through Trade Test, close to 100,000 trainees through Skills Up-Grading and Apprenticeship and close to 100,000 workers to be assessed per annum through RPL.

NITA will strive to ensure that the industrial training schemes and Trade Testing Rules are fully implemented and reviewed periodically to make industrial training respond to the needs of industry and other emerging issues.

## Leveraging on Skills Accreditation to transform Industrial Training in Kenya

Industrial training is an employer-driven

mode of training for purposes of pre-skilling, re-skilling, and up-skilling of persons engaged in industry to enhance productivity. Training, assessment and certification under industrial training focuses on both the recognition of skills for competencies gained non-formally and informally through the trade-testing system and impartation of skills through in-centre and in-plant training under apprenticeship, skills-upgrading, indentured learnership and industrial attachment schemes.

The need to recognize and certify skills and knowledge that people have acquired through in-formal and non-formal training has gained importance in many social-economic contexts in the world. The increased integration and inter-connectedness of world economies in the 21st century, migration of labour and rapid changes in technology has forced policy makers the world over to develop pragmatic systems of recognizing what people already know to improve access to education, training, job opportunities and reduce marginalization, thus promoting social inclusion.

The sustained push for the certification of skills therefore is aimed at promoting sustainable socio-economic development through the development of a skilled workforce that is employable, productive, enterprising, innovative, adaptive and competitive. It fulfils the constitutional provisions that affirm the right to equitable and accessible education, training and employment.

An effective system for recognizing activities that results into learning outcomes that takes place outside the formal education and training system and which often do not come with certificates of competencies that recognize the knowledge, skills and experience acquired is a crucial intervention in the skills development of any country.

This is because in many economies, the absence of recognized qualifications disadvantages large proportions of populations thus denying them access to decent jobs, further education, or migration to developed economies, even when they might have the necessary knowledge and skills.

In developing and un-developed economies, the development of effective systems for Recognition Of Prior Learning (RPL) which as we are aware, is the process of identification, assessment and certification of especially informally and non-formally acquired skills against standards or learning outcomes, has even become more urgent due to poverty and lack of equity and equality in access to education, training opportunities and decent employment for significant groups of populations of these countries.

Consequently, this provides an opportunity for millions of our skilled workers in the formal and informal sector who possess requisite skills but



lack the necessary certification to come forth and receive nationally recognized certificates for any of the 416 qualifications that were registered by NITA onto the KNQF.

This further demonstrates the Government's commitment to ensuring that the country attains a skills development system that is responsive to labour market demands in line with Kenya Vision 2030 and the 'Big Four' initiatives, which include: industrialization, manufacturing and agro-processing; affordable housing; food and nutrition security; and universal health coverage.

Significant effort has been made to integrate the skills development considerations in these regional and international frameworks into national skills development frameworks, and for this reason it is critical that the Kenya National Qualifications Authority is driving this with partners such as NITA. This will ensure that the skills development system in Kenya is aligned to regional and international obligations and benchmarks.

NITA's accreditation therefore is critical to ensuring that industrial training is responsive to the needs of the industry. The review of NITA's industrial training schemes was therefore urgent given that many employers have perpetually decried the mismatch between the required skills by the industry and the training being offered by the institutions of learning.

The reviewed schemes are also critical in incorporating the informal sector within the framework of industrial training. This is by not only recognising and certifying the skills learnt on the job but also, providing a framework through which they can contribute and benefit from NITA's industrial training levy.

Kenya has been a leader in developing and implementing policies, standards and procedures for the management of accreditation of institutions, qualifications and quality assurance in the region. Currently, Kenya is one of very few countries in the region that has a fully-fledged national qualifications framework that brings together the Basic Education (BE), Technical and Vocational Education and Training (TVET) and University Education (UE) sectors; in order to better coordinate and harmonize qualifications across the various sectors in this country.

This country, like elsewhere in Africa, has a large informal sector whose integration into the national development agenda needs urgent articulation, a fact that NITA will heavily contribute to as a qualifications awarding institution and regulator of industrial training.



CS Simon Chelugui of Labour and Social Protection (third From right), CAS Ministry of Education Hassan Noor (in red tie), PS Shipping and Maritime Nancy Karigithu (second from Right) pose for a picture with the KNQA Chair Dr Kilemi Mwiria (First from right), DG Dr Juma Mukhwana (in striped tie) and Mount Kenya University representatives during the accreditation ceremony. [Courtesy]



## KNQA: Our job is to enhance quality education and training

► KNQA is a statutory body mandated to coordinate and harmonize education, training, assessment and quality assurance of all qualifications awarded in the country with the view to enhancing quality of education for local and international comparability.

► The Authority defines the various qualifications offered in the country, and the inter-relationships between them.

It goes without saying that employees take academic qualifications into consideration during the recruitment process.

Academic qualifications are a pre-requisite for professions and jobs. That is why it is imperative that some regulation is in place to ensure institutions give authentic academic qualifications.

Here in Kenya, the Kenya National Qualifications Authority (KNQA) is well placed to ensure that qualifications churned out by institutions are worth the paper printed on them.

### Are your qualifications registered in the Kenya National Qualifications Framework?

The Kenya National Qualifications Authority (KNQA) is a statutory body mandated to coordinate and harmonize education, training, assessment and quality assurance of all qualifications awarded in the country with the view to enhancing quality of education for national and international comparability. The work of the KNQA cuts across from

Basic, TVET, Industrial and University Education.

### What is accreditation of a Qualification Awarding Institution?

This is the procedure by which examining bodies are formally recognized as having met the standards set out in various laws of Kenya to award qualifications. Section 5(1) and 30 of the KNQF act state that no institution can award a qualification in Kenya if it is not accredited by the KNQA. It is an offence to award qualifications if you have not been accredited by the KNQA.

### Why accreditation is important?

The Authority has defined standards for various qualifications (10 levels) awarded in the country, and the inter-relationships between. This has been done in terms of levels, entry requirements and volume of learning. The KNQA has also created international comparability between Kenyan and international qualifications to make it easy for Kenyan students and workers to transit across borders with their qualifications seamlessly. The Authority is also regulating foreign qualifications brought into or awarded in Kenya. The KNQA has created a one-stop database of all qualifications awarded and brought into the country to facilitate recognition, equation and verification of the same in order to fight the menace of fake, fraudulent and falsified qualifications. The Database is also an important tool for the country when planning for and managing skill needs for the country.

### Which are the accredited qualifications awarding institutions?

As set out in Sections 5 (1) and 30 of the KNQF act, the KNQA has accredited



CS Simon Chelugui of Labour and Social Protection, CAS Ministry of Education Hassan Noor, PS Shipping and Maritime Nancy Karigithu pose for a picture with the KNQA Chair Dr Kilemi Mwiria and DG Dr Juma Mukhwana at the Serena Hotel, Nairobi after registering 728 Qualifications into the Kenya National Qualifications Framework. [Courtesy]

the following Qualification Awarding Institutions (QAIs) whose qualifications have been examined and found to be compliant with standards set by the Authority. (Details of the qualifications can be found at [www.knqa.go.ke](http://www.knqa.go.ke))

1. Meru University of Science and Technology (MUST);
2. Mount Kenya University (MKU);
3. TVET Curriculum Development Assessment and Certification Council (CDACC);
4. Kenya School of Revenue Administration;
5. Kenya Institute of Supplies Examination Board (KISEB);
6. Nairobi Hospice;
7. Moi Teaching and Referral Hospital (MTRH);
8. Association of Business Executives (ABE);
9. ABMA Education;
10. Delegation of German Industry and Commerce in Kenya (AHK);
11. National Industrial Training Institute (NITA); and
12. Bandari Maritime Academy (BMA).

Other institutions with legal mandate to examine and award qualifications in the country as directed to seek accreditation with the Authority in order

to raise the quality of their qualifications to meet the national standards and meet the international mark of Quality.

### What is NAQIMS?

The National Qualifications Information Management System (NAQIMS) is a national database of Qualifications Awarding Institutions (QAIs), a register of the Qualifications that they are accredited to award and the graduates that have been awarded qualifications (learner's records); as well as foreign qualifications that have been evaluated and found to meet Kenyan standards. The aim of this system is to manage an accurate, reliable and robust database of all qualifications in the country and allow for comparability and information sharing in the education, planning and employment sectors within the country. The database facilitates easy access of records of learners by the various stakeholders (subject to the data protection act).

### What is the role of NAQIMS in war against fake and fraudulent academic documents?

Since all qualifications are being registered in the database, various stakeholders are now able to verify the validity of various qualifications with a click of a button. This is helping to facilitate admission of students into training institutions, employers to verify qualifications of their employees, and for the country to plan skill acquisition and management. The system has also been found useful in fighting the menace of fake, fraudulent and falsified qualifications within the country. The KNQA is working closely with EACC, DCI, Department of Immigration, the Public Service Commission and the office of the DPP to fight the menace of fake qualification in Kenya. The KNQA is working with the AJIRA program at the Ministry of ICT to enable employers globally to verify qualifications of Kenyans who want to take up online jobs.

### Tell more about the Kenya National Recognition, Equation and Verification (KNREV) Portal

The Authority has developing and is now using the above-named portal to recognize, equate and Verify National and foreign qualifications. KNQA Regulations require that foreign qualifications be used in the country to access training

and/or employment only after they have been examined and recognized by the Authority. Those wishing to recognize, equate and verify their qualifications need to log in and submit their applications at [rev.knqa.go.ke](http://rev.knqa.go.ke). The Authority advises that students only use foreign qualifications to join our universities (or TVET colleges) if they would have used those qualifications to join Universities (or TVET colleges) in the countries of origin of those qualifications. The same must be recognized and verified by the KNQA before students are admitted to Kenyan Universities and colleges.

Speaking during the ceremony to recognize and award certificates to some of the recently accredited Qualifications Awarding Institutions and registration of their National Qualifications into the Kenya National Qualifications Framework, KNQA Council Chairman Dr Kilemi Mwiria said:

"The process of accreditation and registration of national qualifications Countrywide, and will go a long way in providing analytics on certain areas such as qualification turnover, student dropout rates, completion rates, preferred qualifications, number of graduates and any other desired descriptive statistics required at any given time."

Education Chief Administrative Secretary Mr Noor Hassan Noor on why institutions should register their qualifications in KNQF said:

"I would like to thank KNQA for continuing to execute their mandate in ensuring all educational institutions are accredited as Qualifications Awarding Institutions in the Country, register national qualifications and learners. Having a database of these, will go a long way in reducing cases of forged certificates and protect unsuspecting Kenyans from being duped by fraudulent and unregistered institutions offering qualification.

Reach us for more details  
and you can also visit our website  
<https://www.knqa.go.ke>

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Dr Juma Mukhwana the DG of KNQA after briefing the VC of the National Defence University of Kenya Lt General Jonah Mwangi on KNQF requirements in Lanet, Nakuru County. The two agreed to establish Qualifications that will transform the Kenyan Economy.

[Courtesy]