

# COUNTY GOVERNMENT OF KITUI



## THE COUNTY ASSEMBLY

### SECOND ASSEMBLY – (SECOND SESSION)

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#### THE SECTORAL COMMITTEE ON BASIC EDUCATION TRAINING AND SKILLS DEVELOPMENT

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REPORT ON THE INQUIRY ON POOR TRAINING CONDITIONS OF THE KITUI YOUTH EMPOWERMENT AND SKILLS DEVELOPMENT TRAINEES IN TRENDY TECHNICAL AND VOCATIONAL TRAINING CENTRE, SOUTH EASTERN KENYA UNIVERSITY (SEKU) AND KITUI COUNTY TEXTILE COMPANY (KICOTEC).

Clerk's Chambers,  
County Assembly of Kitui,  
P.O. Box 694-90200  
Kitui.

November, 2018

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## ABBREVIATIONS/ACRONYMS

SEKU	South Eastern Kenya University.
KICOTEC	Kitui County Textile Company.
ECDE	Early Childhood Development Education.
DVC	Deputy Vice Chancellor.
MOU	Memorandum of Understanding.
ICT	Information Communication Technology.
ADB	Africa Development Bank.
NITA	National Industrial Training Authority.
TIVETA	Technical Industrial and Vocational Entrepreneurship Training.
NEMA	National Environment Management Authority.
PLWD	People Living With Disability.
N.G.O	Non Governmental Organization.
VTC	Vocational Training Centres.

## **1.0 EXECUTIVE SUMMARY**

This report documents an inquiry on poor training conditions of the Kitui Youth Empowerment and Skills Development trainees in Trendy Technical and Vocational Training Centre-Nakuru, South Eastern Kenya University (Seku), and Kitui County and Textile Company (Kicotec) which took place between 5<sup>th</sup> to 10<sup>th</sup> November 2018.

This report is comprised of the preface, committee establishment, and membership, mandates, background, objectives, and acknowledgment. It also provides the committee's findings and observations undertaken by the Committee during the inquiry visit on the poor training conditions of the Kitui Youth Empowerment and Skills Development trainees at Trendy Technical and Vocational Training Centre-Nakuru, South Eastern Kenya University (Seku), and Kitui County Textile Company (Kicotec). Lastly, it presents the recommendations made by the Committee and the conclusion

## 1.0 PREFACE

**Mr. Speaker Sir,**

On behalf of the Sectoral Committee on Basic Education, Training and Skills Development and pursuant to the provisions of Standing Order 190 (5) (g), it is my pleasant privilege and honor to present to the Assembly, the Committee's report on the inquiry on poor training conditions of the Kitui Youth Empowerment and Skills Development trainees at Trendy Technical and Vocational Training Centre-Nakuru, South Eastern Kenya University (Seku), and Kitui County and Textile Company (Kicotec).

### 1.1 Committee Establishment and Membership

**Mr. Speaker Sir,**

The Committee on Basic Education, Training and Skills Development was constituted on 18<sup>th</sup> October, 2017 in line with Standing Order 190(1).The committee presently comprises of the following Honourable Members:

- |                                   |                  |
|-----------------------------------|------------------|
| 1) Hon. Jefason Ngui Kiruru       | Chairperson      |
| 2) Hon. Ruth Kyene                | Vice Chairperson |
| 3) Hon. Fredrick Kithome Nthuri   | Member           |
| 4) Hon. Philip Nguli              | Member           |
| 5) Hon. Jane Mutua                | Member           |
| 6) Hon. Andrew Ndisya Iusa        | Member           |
| 7) Hon. Munira Mohammed           | Member           |
| 8) Hon. Florence Mwendu Singi     | Member           |
| 9) Hon. Esther Kalunde Ndile      | Member           |
| 10) Hon. James Mbuvi Wanguze Kula | Member           |
| 11) Hon. Munyoki Mwinzi           | Member           |

## 1.2 Committee Mandate's

The mandates of the Committee are as spelt out in Standing Order No. 190(5) which entails the committee to:-

- i. Investigate, inquire into and report on all matters relating to the mandate, management, activities, administration, operation and estimates of the assigned department;
- ii. Study programs and policy objectives of departments and the effectiveness of the implementation;
- iii. Study and review all County legislation referred to it;
- iv. Study, assess and analyse the relative success of departments as measured by the results obtained as compared with their stated objectives;
- v. Investigate and inquire into all matters relating to the assigned departments as they may deem necessary, and as may be referred to them by the County Assembly;
- vi. To vet and report on all appointments where the constitution or any law requires the County Assembly to approve, except those under Standing Order 185(Committee Appointments); and
- vii. Make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.

Further the Second Schedule of the County Assembly Standing Orders requires the Committee to: Develop county policies and skills development legislations on ECDE, training and skills developments, registration of county ECDE centres, village polytechnic and home crafts and all matters related to pre-primary education, village polytechnics, home crafts centres and promotion of advocacy and awareness creation on policies, programmes and opportunities pertaining to ECDE and post-primary and secondary schooling and skills development.

**Mr. Speaker Sir,**

In undertaking the oversight exercise, the Committee acted within the provisions of **Article 185 (3)** of the Constitution which states that;- *“A County Assembly, while respecting the principle of the*

*separation of powers, may exercise oversight over the County Executive Committee and any other County Executive organs;*

### 1.3 Background

Mr. Speaker,

On 23<sup>rd</sup> October 2018, in the afternoon sitting, Hon. David Thuvi Temporary Speaker directed that the committee on Basic Education, Training and Skills Development to move swiftly and undertake a thorough inquiry on the allegations on poor training conditions of the Kitui Youth Empowerment and Skills development trainees in Trendy Technical and Vocational Centre-Nakuru, Southern University Kenya University (SEKU) and Kitui County and Textile Company (Kicotec).

In its inquiry, the committee undertook a visit to the above areas as from 5<sup>th</sup> to 7<sup>th</sup> November 2018 during which it received oral and written submissions and examined evidence from several witnesses.

The committee received both oral and written evidence from:

1. Mr. Simon Thuo, Administrator, Trendy Technical and Vocational Training Centre.
2. Prof. Francis N. Wachira, DVC, South Eastern Kenya University (SEKU).
3. Mr. Joseph Musyoni Mwalimu- Administrator, Kitui County Textile Company (Kicotex).

Finally, the Committee retreated to Pride Inn Westland Nairobi, from 8<sup>th</sup> and 9<sup>th</sup> November, to compile the report.

Of importance to note Mr. Speaker is that the committee missed crucial pieces of evidence particularly from Kitui County Textile Company (Kicotex) and Trendy Technical and Vocational Training Centre and thus resolved to invite the County Executive Committee Member (CECM) in charge of Education, ICT and Skills Development to shed more light on the issues members raised. However, members were satisfied by the information and data and provided by South Eastern Kenya University (SEKU).

## 1.4 Objectives

**Mr. Speaker,** The Committee on Basic Education, Training and Skills was to investigate the aforementioned allegations with a view to;

- i. Establish how the training programmes were conceptualized.
- ii. Find out the actual training and accommodation environment the trainees are exposed to.
- iii. Establish and scrutinize the authenticity of the training institution i.e Trade links.
- iv. Access and evaluate the authenticity of the training courses being offered at the institutions.
- v. Access and evaluate the modality used in recruiting both the trainees and the trainers.
- vi. Find out whether due diligence was followed in the procurement of Kitui County Textiles Company (Kicotec) garment making machines.
- vii. Establish whether public money is being used in a prudent and responsible way as enshrined in Article 201 (d) of the Constitution of Kenya.



## **1.5 Acknowledgement**

**Mr. Speaker Sir,**

The Committee on Basic Education Training and Skills Development extends its appreciation to the Offices of the Speaker and the Clerk of the County Assembly of Kitui for the support and facilitation accorded to it in the execution of its mandate, and the opportunity accorded to its Members to undertake the assessment.

I wish to express my appreciation to the Honourable Members of the Committee who sacrificed their precious time to participate in this laborious activity. Your commitment and participation during the exercise was invaluable.

I also wish to extend my sincere gratitude to the Secretariat for the input and valuable contributions during and after the visit, particularly in compilation of this report.

**Mr. Speaker Sir,**

I wish to confirm that the findings and recommendations of the Committee and any other information as contained in this report were unanimous.

It is, therefore, my pleasant duty and privilege, on behalf of the Committee on Basic Education Training and Skills Development, to present to this House, the Committee's report on the poor training conditions of the Kitui Youth Empowerment and Skills Development trainees in Trendy Technical and Vocational Training centre, Southern University Kenya University (SEKU) and Kitui County and Textiles Company (Kicotec) for debate and adoption.

Thank You.

Date: .....

Signed: .....

**HON JEFASON NGUI KIRURU.**

**CHAIRPERSON COMMITTEE ON BASIC EDUCATION, TRAINING AND SKILLS DEVELOPMENT.**

## **2.0 COMMITTEE FINDINGS AND OBSERVATIONS**

### **2.1 Trendy Technical and Vocational Centre**

This is a private limited company excelling with mainly mass production of garment products and limited vocational training. The company was commissioned in 2016 as a manufacturing entity. It is located ten Kilometres from Nakuru Town, along Karunga road off Solai road.

The committee had two days to adequately interact with the administration of the company. Although the company director was not present, the committee was welcomed by the company administrator Mr. Simon Thuo, thus at this end, the committee was not able to access some critical administrative information and data. The company's activities are divided into two i.e. mass production and training with more emphasis placed in the production sector.

Upon carrying detailed scrutiny and thorough investigations of the Company and further from the oral and written evidence, the committee made the following general observations and findings:-

#### **i. Criteria of selection**

The committee established that there was an unfair distribution of training slots in the County, with some regions having more slots than the others. For instance, Mulango ward having twenty-one trainees, Township with 23 trainees while Tharaka, Kyuso, Mwingi Central having one slot each. This is against the constitution of Kenya Article 20 4(a) on the bill of rights.(See annex 3)

Upon interrogating the CECM Basic education, ICT and Youth Development he told the committee that the criteria of selection was followed to letter in

the first one hundred and twenty (120) batch of trainees as those who were interested with training were to meet a certain threshold such;-

- Must have done grade 3 in tailoring in vocational centre.
- Applicants were to apply through their nearby vocational training centres
- Applicants must be of Age 35 years and below.
- The selection committee was to pick a minimum of three applicants per ward.

Further, he informed members that mostly women applied for the training and thus the ministry ended up absorbing more women than men.

For the second batch of two hundred (200) trainees the CECM informed members that the above criteria was not applied thus, the selection was guided by an executive order and direct order from the Office of the Governor and as result this led to some ward having more trainees than others. This was a clear indication of unnecessary political interference in executing their mandate.

#### ii. **Registration documents**

The company's registration profile documents details were not availed to members and such anomaly placed the perpetual succession and authenticity of company at a doubtful situation.

Upon interrogating the CECM of Education, ICT and Youth Development informed members that center is registered as production and training with the Ministry of Education. However, he was not able to produce evidence to his argument thus the registration status of the centre remaining

suspicious. The center offers specialized and process production training whereby NITA administers exams in-process production. The trainees are exposed to ninety percent hand on (practical work) and ten percent theory work.

### iii. Memorandum of Understanding (MOU)

The committee established that the centre could not produce copies of memorandum with Ministry or the County Government. According to CECM the centre won a tender which was advertised through a competitive process and as such the center emerged the most responsive bidder. Failure for the centre to avail such documents made it difficult for the committee to justify the basis of engagement between the Centre and the County Government of Kitui.

### iv. Physical infrastructure

The committee established that the company has fair established physical infrastructure, further it seems to have adequate training facilities for both theory and practical. However, members noted that the trainees are not adequately exposed to the diverse training skills required in the labor market. For instance, members established that the trainees have been subjected to one specialised machine since they reported which only exposes them to a particular skill. This is likely to disadvantage the trainees when exposed to labour market or self employment

As pertains the accommodation the committee was concerned, as the facilities did not meet the set down government guidelines as regards to;-

- Spacing of the beds
- Ventilation
- Doors and windows were permanently grilled

- Lighting
- PLWD facilities
- Health and Sanitation

The committee further observed that though there were permanently moulded beds, it posed a challenge to the trainees especially those with special needs who sleep on the upper beds.

#### v. **Training and certification policy**

The committee established that there was no clear training policy as regards to Kitui trainees. The trainees were exposed to a lot of risks regarding to the machines they were using. Further, the training period did not consumerate to the institutional course outline and output and too short for the achievement of the intended course objectives and desired aptitude skills. According to samples of copy certificate availed, the committee established that the certificates are printed and signed by the company and no evidence of external examiner. (See annex 4)

In addition, the committee established that there was no harmonized admission criterion and this has led to limited exposure of trainees to different skills.

Of significance to note is that the training center has two hundred and fifteen trainees (forty-seven males and one hundred and fifty-three female) among this two hundred and one trainees are from Kitui County and a mere fourteen cases from other areas. Thus this made members to conclude that the centre was not a pure youth training institution but simply an opportunity created for the provision of a cheap source of labour to the centre.

#### **vi. Trainees welfare**

Despite the presence of a nearby dispensary, the committee established that the institution has not provided adequate medical attention to the trainees. During the visit, members found six isolated sick trainees and upon interrogating them, the committee was informed that the trainees are supposed to cater for their medical bills and any other referrals. This has denied most trainees proper medical attention and checkups.

On feeding, the committee established that the feeding was fair though there was no provision of a special diet. For the case of the monthly stipend, members learned that the trainees were lacking basic effects since they were not provided with monthly stipend. Upon interrogating the CECM he pointed that the first cohort were provided with stipend of two thousand shillings (Ksh 2000) while the second group received one thousand shillings (ksh 1000). This reduction could not be justified, and this could lead to financial desperations which may expose our trainees to immoral activities.

#### **vii. Teaching and learning environment**

The committee also established that the institution is not learner centered but rather production centered. In addition, the administration is harsh to the trainees by placing the cost of damage of machine and material to the trainees.

### **2.2 Study Visit to South Eastern Kenya University (SEKU)**

The committee also visited South Eastern Kenya University (SEKU). It is a fully –pledged public university established pursuant to the Universities Act No. 42 of 2012. As part of its oversight role, the committee was to assess and evaluate the authenticity of the short courses being offered by the

University to County Government of Kitui's health and artisanal mining workers.

The delegation found that the Vice-Chancellor was not present, but members were properly addressed by the Deputy Vice-Chancellor in charge of Administration, Research and Academics Prof. Francis N. Wachira. The professor provided members with a signed Memorandum of Understanding (MOU) (*See the annexure*) between the University and the County Government of Kitui detailing various areas of interests and collaborations which includes;-

- Development of human resource i.e offering short training courses for artisanal mining and health workers levels. (*See the annexure*)
- Developing livestock projects.

Upon carrying detailed scrutiny and thorough investigations of the university, and further from the oral and written evidence, the committee made the following general observations and findings;-

**i. Levels of Training**

The committee established that the level of training was okay and the first cohort of one hundred and ten (110) artisanal mining workers were trained for two weeks at a cost of two thousand five hundreds (ksh 2500)shillings per worker and graduated with a certificate. The training aimed at achieving the following learning outcomes;-

- Assist workers to differentiate between different rocks with a potential use for economic gains.
- Assist workers to identify rocks and geological structures as indicators for potential precious minerals and generate simple maps of their location.

- To assist workers to understand the different safe mining methods for the different economic geological resources and laws governing the exploitation of these resources.
- To assist workers understand the processes of adding value to obtained precious minerals.

The committee further found short training courses for County Government of Kitui health workers on progress. The training targets one hundred health workers (100) for duration of eight weeks. The training aims to empower them with ICT skills and competencies that will enable them to capture health information using computer devices and transmit them to county Government headquarters for decision making

The specific results expected after project implementation will include;-

- Electronic transmission of health information at all levels of health care (dispensary to Kitui County Referral Hospital)
- Availability of health information from across the county in a timely manner.

#### ii. **Cost of training**

The committee established that the first cohort of artisanal mining trainees was fifty (50) and the cost of training one trainee was two thousand and five hundred shillings (Ksh 2500) per day for the duration of two weeks. This translated to one million, seven hundred and fifty thousand shillings (Ksh 1,750,000) as the total cost training.

In addition, the cost of training one hundred ICT health trainees was at a cost of two thousand and five hundred shillings (Ksh 2500) per person per day for the duration of two weeks. Thus the



County Government incurred a total cost of fourteen million shillings (Ksh 14,000,000) for the health workers training. The committee was concerned with the cost implication of the two courses targeting totally different amplitudes and costing same amount for the same duration. They were further concerned about about the duration terming it as inadequate.

**iii. List of trainees and criteria of selection.**

A general list of trainees was availed to members, but the committee decided to get a comprehensive one from the Chief Officer in Charge. However the committee noted that there was no clear criteria of selection of trainees which resulted into unfair distribution of the slots across all the wards, (see annex 3)

**iv. Other areas of collaborations**

The committee further was informed that South Eastern Kenya University (SEKU) was in the process of collaborating with County Government of Kitui in the training and development of ECDE and ICT programmers in partnership with Africa Development Bank (ADB). Thus this committee notes that there is a need for the relevant Ministry to improve the collaboration.

### **2.3 Study visit to Kitui County Textile Company (KICOTEX)**

The County Government Kitui in trying to actualize one it's five pillars of development which is wealth creation resulted to partner with Trendy Technical and Vocational Training Centre from Nakuru to train youth in garment making with a purpose of preparing them with requisite skills necessary and empowering them so to be productive and sustain them in

future life. Further to a survey which was carried, established that Kitui County secondary and boarding schools spend a colossal sum of money approximated to be over two billion each year for the purchase of school uniform outside the County.

It is against the above background that the County Government of Kitui through the Ministry of Education, ICT and Youth Development together with Trade, Industry and Cooperative came up with Kitui County Textile Company (Kicotec) to tap the enormous youth's potential in order to empower them through wealth and jobs creation and simultaneously reducing cash flow movement outside the County.

Although it was alleged that Trendy Technical and Vocational Training Centre is in contract with County Ministry of Trade, Industry and Cooperatives on a piloting for the six months, the amount involved of Ksh 30,000,000 is suspicious bearing in mind these trainees have completed their course and they were seriously involved in garment production, without proper job descriptions and remunerations. Further, the committee established that out of one hundred and twenty trainees (120) being the first cohort of trainees only one hundred and fourteen were absorbed by the Kitui County Textile Company.

Moreover, the committee was not possible to establish the status, ownership, management, source of material and the consumer of the end product. In addition, the committee was concerned over the general safety and security of the trainees at the center, since there were no installed safety and security gadgets such as fire extinguishers amongst others.

Upon interrogating the center administrator, the committee established that he was not able to provide adequate administrative and managerial

information of the training center. Such information members inquired includes; Expenditure incurred and revenue accruals, registration documents, vision, and mission as well as the center's service charter delivery.

Upon carrying detailed scrutiny and thorough investigations of the Company, and further from the oral and written evidence, the committee made the following general observations and findings:-

**i. Legal Framework**

That there was no legal framework neither policy document provided to members to shed light as regards to;

- Land title deed, ownership and certification of the company,
- Whether the company is private or Public,
- Cost implications
- National Environment Management Authority (Nema) compliances.

**ii. Management structure**

That there was no formal management structure and further the factory Administrator appeared less conversant with the overall operations of the factory.

**iii. Memorandum of Understanding (MOU)**

That there was no Memorandum of Understanding (MOU) which should set out a framework of cooperation, coordination, and collaboration between the company and Trendy Technical and Vocational Training Centre. The absence of such a document is likely to affect the general welfare of the casuals.

**iv. Terms and conditions of the employees**

That there were clear policy and guidelines on terms and condition of services for workers (casuals) working in the company.

**v. Level of Training**

The committee established that the casuals were able to produce and utilize their skills as long as they are in set up of mass production in a real company. The on job exposure training was no skill empowerment since the casuals were not able to sustain themselves through the establishment of individual businesses. Further, members noted that there were no clear regulations on how the casuals will be absorbed in the labour market.

**vi. Workers Welfare**

The committee established that the casuals were not exposed to clear policy as it relates to medical care, transport to and from the centre, accommodation and feeding. Thus, members noted as major challenge to casuals since they are not being paid.

**vii. Safety and Security measures**

That the company had not put adequate safety and security measures in place to safeguard the workers. For instance, the committee found out ongoing construction, which poses a big threat to the casuals.

**Challenges facing the company**

It was in the interest of the Members of the Kitui County Assembly that the committee established the following challenges facing the company;-

- Sourcing of material, which includes garment, threads, batons e.t.c that poses a big threat to mass production.
- High cost of the raw materials.
- Inadequate departmental heads to coordinate various departments for improved production.

### 3.0 COMMITTEE RECOMMENDATIONS

The main aim of the committee is to remain a facilitative and generalist organ, endeavoring to work in any areas when asked to and making a virtue of this flexibility. Indeed the most exciting reference of the committee are those that take the committee outside their comfort zone.

The extent to which the committee can maintain public confidence and the respect of County Government will depend substantially upon its ability to craft recommendations that are practical and susceptible to ready implementation. The Committee recommendations are as follows:-

1. The committee was not provided with the company's registration profile document, which clearly and explicitly shows its existence and authenticity. Further, no Memorandum of Understanding (MOU) availed to members, which provides and justifies the basis of engagement between the Company and the County Government of Kitui. The Committee recommends that in future the County Government should avoid such serious engagement without proper documentation
2. The committee was concerned that the accommodation facilities did not meet the set down government guidelines as regards to; -Spacing of the beds, Ventilation, Doors, and windows were permanently grilled, poor Lighting e.t.c. The Committee recommends that the County Government should ensure that the training institutions meet the set down guidelines and standards on institutional infrastructure.
3. The committee established that there was no clear training policy as regards to Kitui trainees and further noted that the training period allocated to trainees does not consumerate to the institutional course outline and output. Thus the committee recommends that County Ministry should develop a training policy clearly outlining the course outline and content. In addition the training should be objective and

given proper backup by providing proper facilitation to avoid wastage.

4. The committee recommends that the relevant Ministry must ensure that the welfare of the trainees is taken to account prior to admission. Further, the committee proposes the development of regulations regarding the welfare of trainees in training institutions to avoid further suffering.
5. The committee recommends establishment of a detailed Memorandum of Understanding (MOU) which sets out a framework of cooperation, purpose, coordination, and scope of collaboration between the company(KICOTEC) and Trendy Technical and Vocational Training Centre.
6. Establish and maintain a proper criterion of selection of trainees. This will ensure trainees are equitably sourced from all wards in Kitui County while at the same guiding on age, gender, people living with a disability (PLWD) and entry behavior. This is aimed at bringing on board equity as well as stimulating economic activities at the ward level.
7. That the company to provide and install adequate safety and security measures to safeguard the trainees as well as providing a conducive working environment for the trainees.

#### **4.0 CONCLUSION**

Training through appropriate human resource development is key to sustainable development, in this regard, this committee put a lot of concern on development of appropriate, sustainable and achievable training strategies, policies and relevant programmes geared towards tapping the youth and empowering them to be productive and self-reliant and contribute significantly towards the development of our county.

It is our appeal that the suggestions, recommendations and the resolutions of this committee will be awarded the seriousness it deserves for enhanced capacity building of our youth in the County.



## ANNEX 1: ADOPTION OF THE REPORT

We, Honorable Members of the Sectoral Committee on Basic Education, Training and Skills Development, have pursuant to Standing Order 190(5)(g) adopted this report on the inquiry on poor training conditions of the Kitui Youth Empowerment and Skills development trainees in Trendy Technical and vocational Training Centre-Nakuru, Southern Eastern Kenya University (Seku) and Kitui County and Textiles Company (Kicotec) and affix our signatures to affirm their approval, confirmation, accuracy, validity and authenticity.

S/NO	NAME	DESIGNATION	SIGNATURE
1.	Hon. Jefason Ngui Kiruru	Chairperson	
2.	Hon. Ruth Kyene	V/Chairperson	
3.	Hon. Munira Mohammed	Member	
4.	Hon. James Mbuvi Wanguze Kula	Member	
5.	Hon. Esther Ndile	Member	
6.	Hon. Fredrick Kithome Nthuri	Member	
7.	Hon. Munyoki Mwinzi	Member	
8.	Hon. Jane Mutua	Member	
9.	Hon. Andrew Ndisya Lusa	Member	
10.	Hon. Florence M. Singi	Member	
11.	Hon. Philip Nguli	Member	





Fig 3: Members inside a Garment making workshop at Trendy Technical and Training Centre, Nakuru.



Fig 4: Members outside the administration block at Trendy Technical and Training Centre, Nakuru.



Fig 5 : One of the machine at Trendy Technical and training Centre, Nakuru.



Fig 6: A members taking of unwell trainees at Trendy Technical and Training Centre, Nakuru.



Fig 7: Health ICT workers attending a lecture lesson at South Eastern Kenya University (Seku).



Fig 8; Members having briefs at South Eastern Kenya University (Seku) Board room.



Fig 9: The Committee’s chairperson examining the quality of one of the end product at Trendy Technical and training Centre, Nakuru.

## 2 ANNEX 3: CRITERIA OF SELECTION OF TRAINEES IN GARMENT MAKING ONE AND TWO

3 ANNEX 4 : A COPY OF CERTIFICATE AT TRENDY TECHNICAL AND VOCATIONAL TRAINING CENTRE