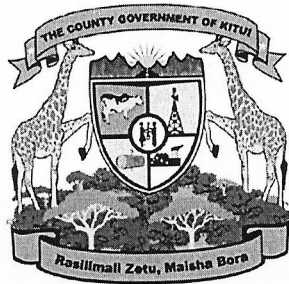


COUNTY GOVERNMENT OF KITUI



THE COUNTY ASSEMBLY

THIRD ASSEMBLY- THIRD SESSION

COMMITTEE ON LABOUR AND SOCIAL WELFARE

**REPORT ON THE OVERSIGHT EXERCISE TO ASSESS
WORKERS' WELFARE AT THE COUNTY VOCATIONAL TRAINING
CENTERS CARRIED OUT FROM 2ND - 6TH APRIL, 2024.**

**The Clerk's Chamber
County Assembly of Kitui,
Assembly Buildings,
Kitui, Kenya**

APRIL, 2024

Table of Contents

EXECUTIVE SAMMARY	4
CHAPTER ONE	11
1.0 PREFACE.....	11
1.1 Establishment and Mandate of the Committee.....	11
1.2 Committee Membership.....	11
1.3 Committee Secretariat.....	12
CHAPTER TWO	13
2.1 Background.....	13
2.2 Terms of references	15
2.3 Methodology.....	15
2.4 Challenges faced by the Committee.....	16
2.5 Acknowledgements.....	17
CHAPTER THREE	19
3.0 COMMITTEE FINDINGS AND OBSERVATIONS	19
3.1 COMMITTEE FINDINGS	Error! Bookmark not defined.
3.1.1 Ikutha Vocational Training Centre.....	19
3.1.2 Kyatune Vocational Training Centre.	21
3.1.3 Kisasi Vocational Training Centre.	24
3.1.4 Kanduti Vocational Training Centre.	26
3.1.5 Kinakoni Vocational Training Centre.....	28
3.1.6 Zombe Vocational Training Centre.	30
3.1.7 Syongila Vocational Training Centre.	33
3.1.8 Mutonguni Vocational Training Centre.	35
3.1.9 Migwani Vocational Training Centre.....	37
3.2.0 Waita Vocational Training Centre.	39
3.2.1 Mui Vocational Training Centre.	42
3.2.2 Nguni Vocational Training Centre.....	44
3.4 COMMITTEE GENERAL OBSERVATIONS	47

CHAPTER FOUR.....	50
4.0 COMMITTEE RECOMMENDATIONS.....	50
CHAPTER FIVE.....	52
5.0 CONCLUSION.....	52

EXECUTIVE SAMMARY

This report contains committee's findings and recommendations following the oversight exercise carried out on sampled county vocational training centers to determine the welfare of the workers at these entities.

the Oversight Exercise to Assess the Workers' Welfare at the County Corporations was carried out from 2nd -6th April, 2024.

The committee's attention was drawn by an outcry from the workers of VTCs in the County that reached the committee through members of the County Assembly who hail from the Wards where these institutions are located, as well as through social media activism, the welfare of these workers was reported to be in disgraceful state.

To successfully execute this very important assignment before the Committee, the following terms of reference were set out;

- i. To ascertain if there exists a scheme of service for the trainers and the level of effectiveness of the scheme.
- ii. To establish if there are sufficient tools and equipment for training.
- iii. To determine if there are adequate training materials.
- iv. To understand the remunerations for the workers employed by the BoMs.
- v. To determine the main challenges faced by the tutors in their line of duty.

In order to get first-hand information, the committee adopted various methodologies such as site visitations, round table discussions, questionnaires, as well as observation.

Upon interacting with the tutors, members of boards of management as well the support staff working in these institutions, the Committee makes the following general observations;

- i. The trainers employed by the County Public Service Board (CPSB) were not familiar with scheme of service as administered by the Board.
- ii. It was clear to the committee that the scheme of service for the trainers had not been reviewed by the County Public Service Board to suit the needs of the VTC employees.
- iii. Despite a low entry job group (H) for the CPSB trainers, there is no career progression as most of them have stagnated despite many years of service.
- iv. In all the VTCs visited, only a handful of trainers are employed by the CPSB hence leaving a huge burden of wage bill to the institutions' BoMs in meeting the cost of bridging the staffing needs as well as paying for utilities.
- v. It was widely observed that in all VTCs, the trainers were subjected to using insufficient and obsolete tools and equipment for training begging the question on the quality of trainees being produced by the VTCs.
- vi. In all the VTCs visited the committee observed that there was a biting shortage of structures including classrooms, workshops, dormitories and ablution blocks for use by trainees and trainers. Some institutions lack key infrastructure like electricity which limits them in terms of offering very high demand courses such as ICT, welding, hairdressing, among others.

- vii. The committee observed that there was shortage of training materials in all VTCs visited and that in most of these institutions, the trainees provide the training materials for themselves.
- viii. It was widely observed that the stoppage of capitation to the VTCs by the County Government in 2019 plunged the institutions into serious financial crisis leaving them to solely rely on fees paid by the trainees.
- ix. The committee observed that the center managers had been put on an acting capacity for duration of more than six months contrary to Labour laws while no acting allowances were paid to them. It is worth noting that as at the time of this exercise, the managers in all the 58 VTCs in the County served in an acting capacity.
- x. There was a huge disparity in the fees payable in different VTCs thus inviting the question of the role of the line ministry in regulating the VTCs.
- xi. The Committee observed that there was poor fees payment that cuts across all the VTCs, a factor that largely affects the financial capacity since it is the only source of finances in these institutions.
- xii. The VTCs records a high number of schools drop outs, a factor that is attributed to lack of school fees.
- xiii. It was largely observed that the line ministry had absconded the role of training and capacity building of the center managers as well as BoMs leaving the vocational Training centers at the verge of mismanagement.
- xiv. In all the centers visited, the first impression portrayed a sorry state of the VTCs ranging from dilapidated structures with old

roofs, unpainted walls hence begging the question of the sustainability of the VTCs within the current state of affairs.

In view of her findings and observations, the Committee makes the following recommendations which if implemented, will go a long way in improving the welfare of workers in VTCs as well as enhancing the quality of vocational education offered in these institutions;

- i. That within 90 days upon approval and adoption of this report by the County Assembly, the County Public Service Board (CPSB) should review and update the scheme of service for VTC trainers to better align with the needs and demands of the VTC employees.
- ii. That the County Public Service Board establishes a clear career progression pathway for VTC trainers to prevent stagnation and promote professional development within the VTCs.
- iii. The County Public Service Board should prioritize the recruitment of additional trainers to address the staffing shortage in VTCs, thereby reducing the burden on the institutions' Boards of Management (BoMs) and ensuring adequate coverage of training needs.
- iv. The line ministry in conjunction with the County treasury should in 2024/2025 financial year's budget, allocate sufficient resources to VTCs for the procurement of modern and sufficient tools and equipment to enhance the quality of training and improve the skills of trainees.
- v. The line ministry should invest in the construction and renovation of classrooms, workshops, dormitories, ablution

- blocks, and provision of essential amenities like electricity to support effective training delivery in VTCs.
- vi. The Executive, through the line ministry should provide adequate training materials to VTCs to support teaching and learning activities and reduce the financial burden on trainees.
 - vii. The County Government should reinstate capitation funding to VTCs to alleviate financial constraints and support operational activities.
 - viii. The County Public Service Board should regularize the employment status of center managers and ensure compliance with labor laws, including the payment of acting allowances where applicable.
 - ix. The line ministry should regulate and standardize fees payable in VTCs to promote equity and improve fee payment mechanisms to enhance financial stability.
 - x. The line ministry in collaboration with the institutions' management and other stakeholders should implement measures to address school dropout rates by providing financial support and counseling services to vulnerable students to ensure their retention in VTCs.
 - xi. The line ministry should provide training and capacity-building programs for center managers and BoMs to enhance their skills in managing VTCs effectively.
 - xii. That in the 2024/2025 financial year's budget, the executive should allocate funds for the rehabilitation and maintenance of VTC infrastructure to improve the overall appearance and

functionality of the centers, thereby enhancing their sustainability.

- xiii. As a way of motivating the BoM employed trainers, the line ministry should consider introducing stipends or top ups to Employee Remunerations paid by the BoMs.
- xiv. The line ministry should approve the VTCs annual budgets as well as ensuring annual audits to their accounts to ensure compliance and deter misappropriation.
- xv. The line ministry should fast track reconstitution of new BOMs in all VTCs for prudent management of the institutions.

In conclusion, the Committee notes that the findings in this report are just a tip of an iceberg, as the oversight exercise was limited to the Committee's mandate as provided in the Second Schedule of the Assembly Standing Orders. There is an urgent need for a broad-spectrum assessment of the VTCs by the Committee on Basic Education, Training and Skills Development to look into areas such as the curriculum, the competences of the center managers as well as that of the trainers among other areas.

It is worth noting that with the phasing out of the 8-4-4 education system and the advent of the CBC curriculum, will have a huge bearing into the operations of the VTCs. An urgent review of the training skills offered is required so as to match the corresponding needs of the new level of trainees who will not proceed to senior secondary schools after completing grade nine in the year 2026. The Committee believes that these recommendations will form the basis

of the turning point in the operations of the VTCs which should provide trainees with quality skills required in the current job market.

CHAPTER ONE

1.0 PREFACE

1.1 Establishment and Mandate of the Committee.

The Committee on Labour and Social Welfare is one of the sectoral committees of the County Assembly of Kitui established under Standing Order 190 whose mandates pursuant to the Standing Order 190 (5) are inter-alia;

- i. make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.
- ii. investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned departments;
- iii. 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;
- iv. study and review all county legislation referred to it;
- v. study, assess and analyze the relative success of the departments as measured by the results obtained as compared with their stated objectives.
- vi. vet and report on all appointments where the Constitution or any other law requires the County Assembly to approve, except those under Standing Order 185(Committee on Appointments).

1.2 Committee Membership.

The Committee on Labour and Social Welfare was constituted on 23rd November, 2022 and comprises of the following Members:

1. Hon. Joseph Kasungi Kavula..... **Chairperson**
2. Hon. Charity Kathathi Musyoka..... **Vice-Chairperson**
3. Hon. Frida Maua Mutinda.....Member
4. Hon. Mary P. Ndumbu..... Member
5. Hon. Cornelius Muthami.....Member
6. Hon. Jeremiah Musee Mutua.....Member
7. Hon. Antony M. Musyoka.....Member
8. Hon. Zacchaeus Ivutha Syengo..... Member
9. Hon. Priscilla Makumi.....Member
10. Hon. Elizabeth Ndunge Peter..... Member
11. Hon. Mary Mbithe Musili..... Member

1.3 Committee Secretariat

The Committee is served by

1. Mr. Onesmus Mutua Mbwang'a- Clerk Assistant

CHAPTER TWO

2.1 Background

Mr. Speaker Sir,

Vocational Training Centers in Kenya play a crucial role in equipping individuals with practical skills to meet the demands of the job market. VTCs often focus on youth empowerment by providing them with employable skills to enhance their prospects in the job market. Many young people, especially school leavers and those unable to access secondary school education, enroll in VTCs to acquire technical and vocational skills that can lead to gainful employment or self-employment.

Before devolution, VTCs formerly known as Village Youth Polytechnics, were registered under the National Governments' Ministry of Youth Affairs and Sports (MOYAS).

After the promulgation of the Kenya 2010 constitution, polytechnics were devolved and subjected to new registration as Vocational Training Centres under the Technical and Vocational Education and Training Authority (TVETA) which is a public corporate agency established under the Technical and Vocational Education and Training (TVET) Act No. 29 of 2013 to regulate and coordinate training in the Country through licensing, registration and accreditation of programs, institutions, and trainers. It is at this level where Policy making on VTCs takes place while implementation is executed by the County Governments.

Mr. Speaker Sir,

Once this function was devolved, the responsibility for managing VTCs shifted from the national government to County Governments. County governments now have more authority and resources to establish, maintain, and improve Vocational Training Centers within their jurisdictions. This decentralization allows for tailored approaches to address local needs and priorities.

Mr. Speaker Sir,

Devolution has empowered local communities to have a more significant say in the management and direction of VTCs. Community participation in decision-making processes, including the selection of courses offered and the recruitment of trainers, has increased, leading to more responsive and accountable vocational training provision.

In the County government of Kitui, there are 58 VTCs which fall under the County Ministry of Basic Education, Training and Skills Development. This is the same County Ministry mandated to oversee the operations of Early Childhood Development Education (ECDE) in the County.

Mr. Speaker Sir,

Following an outcry from the workers of VTCs in the County that reached the committee through members of the County Assembly who hail from the Wards where these institutions are located, as well as through social media activism, the welfare of these workers was reported to be in disgraceful state. This prompted the Committee to develop an interest in digging deeper into the matter and establish the true state of the welfare of these workers.

In line with the Committee's mandate as provided under the Second Schedule of the County Assembly Standing Orders, the Committee's pursuit to assess the welfare of workers at the County Vocational Training Centers was birthed during a committee's meeting that took place on 22nd February, 2024 vide **MIN. (L&S. W) 005/2024**. It is during this meeting that the Committee resolved to carry out an oversight exercise from 2nd - 6th April 2024 to assess the general welfare of the workers in these County institutions.

2.2 Terms of references

Mr. Speaker Sir,

To successfully execute this very important assignment before the Committee, the following terms of reference were set out;

- i. To ascertain if there exists a scheme of service for the trainers and the level of effectiveness of the scheme.
- ii. To establish if there are sufficient tools and equipment for training.
- iii. To determine if there are adequate training materials.
- iv. To understand the remunerations for the workers employed by the BoMs.
- v. To determine the main challenges faced by the tutors in their line of duty.

2.3 Methodology

Mr. Speaker Sir,

In undertaking the oversight exercise and in order to collect useful data, the Committee employed the following methodologies;

- i. The Committee conducted interviews and held round table discussions with VTC workers to gather insights into their experiences, concerns, and needs.
- ii. The Committee reviewed relevant documents and records, including employment contracts, payroll data, fee structures among others.
- iii. The Committee also utilized surveys or questionnaires to collect quantitative data on various aspects of workers' welfare.
- iv. The Committee visited VTC facilities to assess infrastructure, equipment, and working environments firsthand.
- v. The Committee engaged with relevant stakeholders, including VTC management, County Government officials and community representatives.

2.4 Challenges faced by the Committee

Mr. Speaker,

While executing her mandate through carrying out this exercise, the Committee faced a myriad of challenges among them;

- i. Insufficient time:** - as much as the Committee would have endeavored to visit all the 58 VTCs in the County, the time allocated was not sufficient and therefore the Committee had to sample and visit the sampled VTCs.
- ii. Bad Weather:** - Heavy rainfall would pour and interrupt the Committee's itinerary.
- iii. Poor road network:** - The fact that the Committee undertook this exercise during a rainy season, most roads had been destroyed by heavy rains that were ongoing. This had rendered some roads impassable and the members would be forced to

leave the vehicle behind and walk long distances to access some vocational centers. This also made it difficult for the Committee to visit as many VTCs and it would have wished.

- iv. Unavailability of some center managers to brief the Committee:** - Some managers were not available to brief the Committee. They had assigned representatives, some of whom could not provide detailed information that the Committee would require.

2.5 Acknowledgements

Mr. Speaker Sir,

The Committee registers its appreciation to the Offices of the Speaker and that of the Clerk of the Assembly for the logistical support extended to her during the exercise.

I also express my appreciation to the Members of the Committee who despite very harsh climatic conditions and rough terrains, sacrificed to participate in this backbreaking activity. These members visited institutions located as far as Kinakoni in Voo/Kyamatu Ward, and Kathonzweni in Mui Ward. Fellow colleagues and committee members, your devoted participation during the exercise was invaluable.

Finally, I wish to extend my sincere gratitude to the Secretariat for the input and valuable contributions during and after the exercise, principally 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 Labour and Social Welfare, to present to this Honourable House for debate and adoption, the Report of the Committee on Labour and Social Welfare, on the Oversight Exercise to Assess the Welfare of Workers in the County Vocational Training Centers.

Thank You.



Hon. Joseph Kasungi Kavula.

Chairperson, Committee on Labour and Social Welfare.

COUNTY ASSEMBLY OF KITUI.

Report compiled by; 1. Onesmus Mutua Mbwang'a - Clerk Assistant

2. Alfred Musyoka Maluu – Senior Hansard Reporter

CHAPTER THREE

3.0 COMMITTEE FINDINGS AND OBSERVATIONS

Mr. Speaker Sir,

Upon successfully visiting the Vocational Centres, the Committee records the following findings;

3.1.1 Ikutha Vocational Training Centre

The institution as located in Ikutha Ward was established by the community in 1974 as a youth polytechnic. This VTC offered only three courses (Masonry, Carpentry and Fashion design) until the year 2000 when it incorporated other six courses.

Enrolment

Currently, Ikutha VTC is the largest in the County with a total enrolment of 1,027 trainees of whom 935 are boarders and 92 are day scholars.

Courses offered

Ikutha VTC offers a total of nine (9) courses namely;

- (i) Motor Vehicle Technology (*292 trainees*),
- (ii) Fashion Design and Garment making (*193 trainees*),
- (iii) Electrical and Electronics technology (*83 trainees*),
- (iv) Building and Construction technology (*118 trainees*),
- (v) Carpentry and Joinery technology (*21 trainees*),
- (vi) Hair dressing and beauty therapy (*191 trainees*),
- (vii) Arcwelding technology (*118 trainees*),
- (viii) Auto-electric technology (*11 trainees*) and
- (ix) ICT (*All trainees*)

The institution is intending to begin offering courses in Plumbing technology, and Body works and Panel beating technology in the near future.

School fees

School fees for a boarder trainee is Ksh. 22,000 per year and Ksh. 15,000 per year for day-scholars.

Infrastructure

The institution lacks enough infrastructure especially training workshops. Most of the existing workshops are dilapidated and need major repairs.

Despite the large population, the institution lacks sufficient land for expansion.

Tools and equipment and Learning materials

Before devolution, the institution was supplied with tools and equipment through capitation from the national government. After devolution, the institution stopped receiving capitation with the last capitation being received in 2019. The institution's management laments lacking state of the art tools and equipment. Most of the tools and equipment that are in use are worn out and obsolete.

The institution depends entirely on trainee fees to buy learning materials. It is out of the fees paid by the trainees that the institution procures these materials.

Staff Establishment

The institution has 16 tutors and 9 support staff. Out of the 16 tutors, only 3 (the acting manager and two deputies) are employees of the County Government of Kitui. The other 13 tutors are

contracted (1-year renewable contract) by the Board of Management. All the 9-support staff are contracted by the Board of Management.

Employee Remunerations

The acting manager is in Job group J while his two deputies are in Job Group H. The highest paid BOM tutor draws a net salary of Ksh. 16,640 while the lowest paid BOM tutor draws a net salary of Ksh. 12,510. Employee Remunerations for the Support staff ranges between Ksh. 5,000 and Ksh. 7,000 for the lowest and highly paid respectively.

Statutory deductions

The institution deducts and remits NHIF and NSSF deductions for all BOM employees.

Support from County Government

Since devolution, the only infrastructural support that this institution has ever received from the County Government is a 2-door pit latrine in 2015/2016 financial year. The institution benefited with a total of Ksh. 396,000 from the 2023/2024 financial year's propoor program.

3.1.2 Kyatune Vocational Training Centre.

The institution which is in Ikanga/Kyatune Ward began in 1986 and offers artisan courses for Grade 3, Grade 2 and Grade 1.

Enrolment

Currently, Kyatune VTC has a total enrolment of 291 trainees whereby 221 are boarders and 70 are day scholars.

Courses offered

Kyatune VTC offers a total of nine (9) courses namely;

- (i) Motor Vehicle Mechanic,

- (ii) Garment making,
- (iii) Electrical and Electronics technology,
- (iv) Carpentry and Joinery technology,
- (v) Hair dressing and beauty therapy,
- (vi) Metal Processing,
- (vii) Masonry,
- (viii) Driving and
- (ix) ICT.

School fees

School fees for a boarder trainee is Ksh. 23,000 per year and Ksh. 15,000 per year for day-scholars.

Infrastructure

The institution lacks enough training workshops, dormitories among other forms of infrastructure.

Tools and equipment and Learning materials

Before devolution, the institution was supplied with tools and equipment from the national government, a function that the county government took over. However, the institution laments of lacking state of the art tools and equipment. Most of the tools and equipment that are in use are worn out and obsolete. The institution laments having received from the County government, a Skeleton car that didn't have any essential part for training yet the delivery indicated that the car had all the parts. Efforts by the institution's management to follow up on the matter have been futile.

The institution depends entirely on trainee fees to buy learning materials, a factor that leads to deficiency of the materials following poor fees payment.

Staff Establishment

The institution has 10 tutors and 5 support staff. Out of the 10 tutors, only 2 (the acting manager and the ICT tutor) are employees of the County Government of Kitui with the rest being contracted by the Board of Management. All the 5-support staff (accounts Clerk, Watchman, Matron, Grounds man, cook) are contracted by the Board of Management. The BOM employees work under renewable contractual terms for one year.

There exists a case of a tutor who worked for the institution since 1990 and has never received any compensation (1990-2020) before beginning to work on contractual terms.

Employee Remunerations

The acting manager is in Job group H, the entry point since 2017 and has never been promoted while the ICT tutor is in Job Group H too. The highest paid BOM tutor draws a gross salary of Ksh. 14,600 while the lowest paid BOM tutor draws a gross salary of Ksh. 8,300. The lowest paid support staff receives a net salary of Ksh. 7,300.

Statutory deductions for BOM employees

The institution deducts and remits NHIF and NSSF deductions for all BOM employees. At the time of the Committee visit, these statutory deductions had been remitted up to the month of February 2024.

Support from County Government

The institution benefited with an ICT workshop from the County Government during the 2015/2016 financial year.

From the pro-poor bursary program, the institution benefited with a total of Ksh. 418,000 from the 2023/2024 financial year's propoor program.

3.1.3 Kisasi Vocational Training Centre.

The institution which is located in Mbitini Ward began in 1986 by the community as a village polytechnic.

Enrolment

Currently, Kisasi VTC has a total enrolment of 80 trainees whereby 44 are boarders and 36 are day scholars.

Courses offered

Kisasi VTC offers a total of seven (7) courses namely;

- (i) Motor Vehicle Mechanic,
- (ii) Fashion design and Garment making,
- (iii) Electrical and Electronics technology,
- (iv) Carpentry,
- (v) Hair dressing and beauty therapy,
- (vi) Metal Processing,
- (vii) Building technology,

The institution also offers short courses in ICT and communication skills.

School fees

School fees for a boarder trainee is Ksh. 23,850 per year and Ksh. 21,300 per year for day-scholars.

Infrastructure

The institution lacks enough crucial infrastructure like a kitchen, boys' dormitory and training workshops.

Tools and equipment and Learning materials

The institution laments lacking modern tools and equipment. Most of the tools and equipment that are in use are worn out and obsolete.

Most of the Learning materials are provided by the learners themselves. The fees paid does not cater for the learning materials.

Staff Establishment

The institution has 6 tutors and one support staff (watchman). Out of the 6 tutors, it is only the manager who is an employee of the County Government of Kitui. The other five are contracted by the Board of Management, on a three-year renewable contract.

The institution has no matron neither does it have a cook. The trainees cook for themselves, food bought with the school fees paid by the trainees.

Owing to poor pay and the high cost of living, the deputy manager has been forced to secure a small room and reside within the institution.

Employee Remunerations

The acting manager is in Job group H, and has never been promoted. The highest paid BOM tutor draws a gross salary of Ksh. 8,000 (the deputy manager). He started with a gross salary of Ksh 10,000 later being downgraded to Ksh. 8,000 owing to institution's low income which was attributed to poor fees payment by the trainees. The lowest paid BOM tutor draws a gross salary of Ksh. 7,000 while the watchman, who is the only support staff in the institution receives a gross salary of Ksh. 4,000.

Statutory deductions for BOM employees

The institution does not deduct NHIF and NSSF deductions for the BOM employees.

Support from County Government

The institution benefited with a girls' dormitory, a Welding workshop, Chain-link Fencing, an ICT workshop and renovation of the administration block from the County Government in its first regime. From the propoor bursary program, the institution benefited with a total of Ksh. 80,000 from the 2023/2024 financial year's propoor program.

3.1.4 Kanduti Vocational Training Centre.

Kanduti VTC is in Chuluni Ward. The VTC is a public registered institution which began in 2007. It was initially registered under the National Ministry of Youth Affairs (MOYAS) before it was registered under TVET in 2019. The institution sits on a community land that has no title deed.

Enrolment

Currently, Kanduti VTC has a total enrolment of 93 trainees whereby 50 are boarders and 43 are day scholars.

Courses offered

Kanduti VTC offers a total of seven (7) courses namely;

- (i) Carpentry and Joinery
- (ii) Tailoring and dressmaking
- (iii) Masonry
- (iv) Arcwelding
- (v) Motor Vehicle Mechanics
- (vi) ICT
- (vii) Hair dressing and Beauty therapy

School fees

School fees for a boarder trainee is Ksh. 17,000 per year and Ksh. 12,000 per year for day-scholars.

Infrastructure

In terms of infrastructure, the institution has a girls' dormitory but the boys do not have a dormitory. The boys convert one of the classrooms into a dormitory at night. The institution also has an administration block, four workshops (ICT, masonry/Carpentry, Motor Vehicle mechanics/arc welding, Fashion and design/Salon). The compound is locally fenced with chain-link, there is a piped water from a nearby sump well, connected with 3-phase electricity.

Tools and equipment and Learning materials

The management laments lacking enough and modern tools and equipment. Most of the tools and equipment which were initially supplies through MOYAS capitation are worn out and obsolete.

Most of the training materials are provided by the learners since the low fees and its poor payment cannot support the same.

Staff Establishment

The institution has 5 tutors and three support staff (Matron and a watchman). Out of the 5 tutors, it is only the acting manager who is an employee of the County Government of Kitui. The other four are contracted by the Board of Management.

The institution had an ICT tutor, (a County Government employee) who was transferred without a replacement. This has forced the management to pause ICT training as they do a follow up to get a replacement. This has negatively affected the enrolment of trainees.

Employee Remunerations

The acting manager is in Job group J, a promotion from Job group H which he received in 2022 after he was absorbed into permanent and pensionable terms in 2017. The highest paid BOM tutor draws a

gross salary of Ksh. 7,000 while the lowest paid BOM tutor draws a gross salary of Ksh. 5,000. The matron who doubles as a cook receives a monthly pay of Ksh. 6,000 with the watchman receiving Ksh. 5,000. The institution also has a secretary who is a Bachelor degree (BCom) holder and receives a gross pay of Ksh. 6,000. The Employee Remunerations are not paid promptly. There are still arrears for the Employee Remunerations of the BOM employees.

Statutory deductions for BOM employees

The institution does not deduct NHIF and NSSF deductions for the BOM employees.

Support from County Government

The institution benefited with an ICT workshop from the County Government in 2015/2016 Financial Year.

From the propoor bursary program, the institution benefited with a total of Ksh. 120,000 from the 2023/2024 financial year's propoor program.

3.1.5 Kinakoni Vocational Training Centre.

The institution which is in Voo/Kyamatu Ward began as a community initiative in 2013. It operated as a community polytechnic offering Masonry, Carpentry and dressmaking courses until 2016.

Enrolment

Currently, Kinakoni VTC has a total enrolment of 100 trainees whereby 36 of the trainees are boarders and 64 are day scholars.

Courses offered

Kinakoni VTC offers a total of seven (7) courses namely;

- (i) Garment making,
- (ii) Masonry,

(iii) Welding

(iv) Hairdressing and

(v) ICT

School fees

School fees for a boarder trainee is Ksh. 18,100 per year while that of a day scholar is Ksh. 17,000 per year.

Infrastructure

The institution lacks enough crucial infrastructure like dormitories, workshop, Kitchen...

The trainees convert the classrooms into dormitories at night.

The institution lacks sufficient water supply. They use harvested rain water for cooking and drinking (3 water tanks; two 5k litre tanks and one 10k litre tank) while water for other uses like bathing is fetched by the trainees from a nearby dam. This water from the dam is not clean and has to be treated before it can be used.

The Land in which the institution lies is very small leaving the institution with no room for expansion. There isn't even space that can accommodate construction of a dormitory.

Tools and equipment and Learning materials

The institution does not have enough tools and equipment. Most of the tools and equipment that are in use are the ones which were procured when the institution began hence, they are worn out and obsolete.

Learning materials are provided by the learners themselves. There is no vote head for materials in the fee structure.

Staff Establishment

The institution has 6 tutors and two support staff (Matron and watchman). Out of the 6 tutors, it is only the acting manager who is an employee of the County Government of Kitui. The other five are contracted by the Board of Management, and there are no defined terms of service, only the employment agreement.

Employee Remunerations

The acting manager is in Job group J, after getting a promotion in 2023. The highest paid BOM tutor draws a gross salary of Ksh. 7,000 while the lowest paid BOM tutor draws a gross salary of Ksh. 6,000. The matron who also doubles as the cooks is paid a monthly salary of Ksh. 6,300 while the watchman earns KSh. 4,200 per month.

There are salary arrears for the BOM employees. There is a case of a BOM tutor who has unpaid salary arrears amounting to approximately Ksh. 130,000. The matron is owed by the institution around Ksh. 100,000 while the watchman has salary arrears of approximately KSh. 15,000.

Statutory deductions for BOM employees

The institution does not deduct NHIF and NSSF deductions for the BOM employees.

Support from County Government

From the pro-poor bursary program, the institution benefited with a total of Ksh. 155,000 from the 2023/2024 financial year's pro-poor program.

3.1.6 Zombe Vocational Training Centre.

The institution which in Zombe/Mwitika Ward began in 1988 by the community as a village polytechnic.

Enrolment

Currently, Zombe VTC has a total enrolment of 77 trainees whereby 69 are boarders and 8 are day scholars.

Courses offered

Zombe VTC offers only two (2) courses namely;

- (i) Masonry and
- (ii) Dressmaking

The institution used to have carpentry and Joinery but could not be fully operationalized for lack of electricity and tools. It was therefore discontinued.

Despite a great demand and pressure from the community to offer ICT course, the institution also is unable to offer this course since there is no electricity connection to the school.

School fees

School fees for a boarder trainee is Ksh. 24,350 per year and Ksh. 18,650 per year for day-scholars.

Infrastructure

The institution lacks enough crucial infrastructure like electricity, this has made the institution be unable to offer basic and high-demand courses that need power such as ICT and Welding.

For lack of dormitory, the institution converted the masonry workshop into a boys' dormitory.

The institution has only one almost filled-up pit latrine shared by both tutors and trainees. The poor state of this pit latrine has caught the attention of the public health department which has issued a warning to the institution and demanded them to construct a better latrine before schools re-open in May 2024.

Tools and equipment and Learning materials

The institution lacks enough tools and equipment. Most of the tools and equipment that are in use are worn out and obsolete.

Learning materials for the dressmaking course are provided by the learners themselves while those for the masonry course are provided by the school.

Staff Establishment

The institution has 4 tutors and two support staff (Matron and watchman). Out of the 4 tutors, it is only the acting manager who is an employee of the County Government of Kitui. The other five are contracted by the Board of Management, on a three-year renewable contract.

The institution offers free accommodation for the willing lady tutors. The terms of employment for the support staff are one-year renewable contract.

Employee Remunerations

The acting manager is in Job group H, and has never been promoted since he was employed in 2017. The highest paid BOM tutor draws a gross salary of Ksh. 12,000 while the lowest paid BOM tutor draws a gross salary of Ksh. 6,500. While the matron is paid Ksh. 5,000 per month, the watchman is paid Ksh. 150 per night.

Statutory deductions for BOM employees

The institution does not deduct NHIF and NSSF deductions for the BOM employees but the management has already started the process of implementing these statutory deductions.

Support from County Government

The institution benefited with a dressmaking workshop from the County Government in 2014/2015 financial year.

From the propoor bursary program, the institution benefited with a total of Ksh. 230,000 from the 2023/2024 financial year's propoor program.

3.1.7 Syongila Vocational Training Centre.

The institution which serves the larger Kitui County is located in Township Ward, began in 1979 by the community as a village polytechnic.

Enrolment

Currently, Syongila VTC has a total enrolment of 357 trainees whereby 320 are boarders and 37 are day scholars.

Courses offered

Syongila VTC offers only eleven (11) courses namely;

- (i) Masonry,
- (ii) Plumbing,
- (iii) Electric Welding,
- (iv) Carpentry and Joinery,
- (v) Motor Vehicle Mechanics
- (vi) Tailoring,
- (vii) Dressmaking,
- (viii) Hairdressing,
- (ix) Beauty therapy,
- (x) Electrical installation and
- (xi) ICT.

The institution also offers general life skills such as Entrepreneurship and Communication Skills.

School fees

School fees for a boarder trainee is Ksh. 24,747 per year and Ksh. 19,829 per year for day-scholars.

Infrastructure

Most of the infrastructure especially the workshops in this institution were done by Danish International Development Agency (DANIDA). The institution is in dire need of a latrine after the only latrine they had was swept by floods.

Tools and equipment and Learning materials

The institution lacks enough tools and equipment. Most of the tools and equipment that are in use are worn out and obsolete.

The school provides learning materials for the trainees. There is a vote line for training materials in the fee structure.

Staff Establishment

The institution has 12 tutors and five support staff. Out of the 12 tutors, five are employees of the County Government of Kitui while seven are contracted by the Board of Management.

Employee Remunerations

Syongila VTC records the highest Employee Remunerations for its staff. The acting manager is in Job group J, after a promotion in 2018. The highest paid BOM tutor draws a net salary of Ksh. 23,477 per month while the lowest paid BOM tutor draws a net salary of Ksh. 9,680. The highest paid support staff earns a net salary of Ksh.21,000 with the lowest paid support staff earning a net salary of Ksh. 6,881.

The board reviews Employee Remunerations of the employees upwards by 10% every two years, the next review being due. However,

the board has been unable to execute the same following poor fees payment by the trainees.

Statutory deductions for BOM employees

The institution deducts and promptly remits PAYE (for those within stipulated salary brackets), NHIF, NSSF as well as the Housing levy deductions for all the BOM employees.

Support from County Government

The institution benefited with an ICT workshop as well as a boys' dormitory from the County Government in 2014/2015 financial year. From the propoor bursary program, the institution benefited with a total of Ksh. 600,000 from the 2023/2024 financial year's propoor program.

3.1.8 Mutonguni Vocational Training Centre.

The institution which in Mutonguni Ward began in 1972 offering just three (3) courses but it has now grown to offer ten (10) courses.

Enrolment

Currently, Mutonguni VTC has a total enrolment of 180 trainees whereby 145 are boarders and 35 are day scholars.

Courses offered

Mutonguni VTC offers ten (10) courses namely;

- (i) Plumbing,
- (ii) Electric Welding,
- (iii) Carpentry and Joinery,
- (iv) Masonry,
- (v) Hairdressing and beauty therapy,
- (vi) Tailoring and Dressmaking,
- (vii) Metal Work,

- (viii) Plumbing,
- (ix) Motor Vehicle Mechanics
- (x) Electrical installation,
- (xi) ICT and
- (xii) Leather Work.

School fees

School fees for a boarder trainee is Ksh. 20,550 per year and Ksh. 18,550 per year for day-scholars.

Infrastructure

Like most of the VTCs, Mutonguni VTC lacks enough infrastructure especially the training workshops.

Tools and equipment and Learning materials

The institution lacks adequate tools and equipment as well as training materials. Most of the tools and equipment that are in use are worn out and obsolete.

The school provides most of learning materials for the trainees. The trainees also bring materials to not only use for practical learning but also make things like windows, clothes, furniture for themselves.

Staff Establishment

The institution has 10 tutors and five support staff. Out of the 10 tutors, three are employees of the County Government of Kitui while seven are contracted by the Board of Management.

Employee Remunerations

The acting manager is in the Job group J. The other County Government employees have stagnated in the entry Job group H for more than five years. The highest paid BOM employee draws a

monthly gross salary of Ksh. 10,600 while the lowest paid BOM employee draws a monthly gross of Ksh. 7,000.

The B.O.M employees serve on a one-year renewable contract and there is no reported case of termination of contract.

The Board has a policy of reviewing employees' Employee Remunerations upwards every year. However, this has not been implemented since Covid-19 outbreak in the year 2020. This is attributed to poor fees payment by the trainees coupled with the high cost of living.

The management also offers free accommodation for the tutors within the institution.

Statutory deductions for BOM employees

The institution deducts and promptly submits NHIF and NSSF for all the BOM employees.

Support from County Government

From the propoor bursary program, the institution benefited with a total of Ksh. 300,000 from the 2023/2024 financial year's propoor program.

3.1.9 Migwani Vocational Training Centre.

The institution as located at Migwani town in Migwani Ward, began in 1985 at Migwani social hall as a village polytechnic. In the year 2007 it was officially registered under MOYAS (Ministry of Youth Affairs and Sports) which formalized its operations and began funding. After the promulgation of the 2010 constitution polytechnics were devolved and subjected to new registration as vocational training centres under TVET authority, an authority that governs the

operations of VTCs through the TVET Act. Policy making is done at this level while implementation is done by the County Governments.

Enrolment

Currently, Migwani VTC has a total enrolment of 122 trainees of whom 97 are boys and 25 are girls. The institution doesn't have boarding facilities and therefore all trainees are day-scholars.

Courses offered

Migwani VTC offers seven (7) courses namely;

- (i) Masonry,
- (ii) Carpentry and Joinery,
- (iii) Dressmaking and Tailoring,
- (iv) Electrical and Electronics technology,
- (v) Motor Vehicle Technology,
- (vi) ICT,
- (vii) Welding and Fabrication.

School fees

School fees for a trainee is Ksh. 28,000 per year.

Infrastructure

Unlike most of the VTCs that the Committee visited, Migwani VTC has a good infrastructure lacking only a welding workshop.

Tools and equipment and Learning materials

The institution though has adequate tools and equipment, most of them are worn out and obsolete.

The school provides learning materials for the trainees.

Staff Establishment

The institution has 5 tutors and one support staff. Out of the 5 tutors, it is only the acting manager who is an employee of the County

Government with the rest being contracted by the Board of Governors (B.O.G).

The institution has only the watchman as the only support staff. The institution engages parents of two needy trainees who serve as cooks, a service that is translated to school fees for these trainees until they graduate.

Employee Remunerations

The acting manager, a position he has held since 2013 is in the Job group L after receiving two promotions since his employment in 2007. The highest paid BOG tutor draws a monthly gross salary of Ksh. 7,00 while the lowest paid BOG tutor draws a monthly gross of Ksh. 10,000.

The watchman earns Ksh. 6,000 per month. B.O.M employees serve on a one-year renewable contract and there is no reported case of termination of contract.

Statutory deductions for BOM employees

The institution has lagged behind in deducting and submitting NHIF and NSSF for the BOM employees.

Support from County Government

The institution benefited with an ICT workshop from the County Government in 2014/2015 financial year.

From the propoor bursary program, the institution benefited with a total of Ksh. 125,000 from the 2023/2024 financial year's propoor program.

3.2.0 Waita Vocational Training Centre.

The institution which began in 2002 was initially situated at the same location with Waita prisons, women wing in Waita Ward before

it was moved to its current location in 2016 to allow for expansion of the prison.

Enrolment

Waita VTC has a total enrolment of 106 trainees. 70 of these trainees are boarders while 36 are day scholars.

Courses offered

Waita VTC offers eight (8) courses namely;

- i. Building technology,
- ii. Carpentry and Joinery,
- iii. Fashion design and garment making,
- iv. Beauty therapy and Hair dressing,
- v. Electrical and Electronics technology,
- vi. Motor Vehicle Technology,
- vii. ICT,
- viii. Metal processing/Welding.

The institution also offers driving course under Motor Vehicle technology.

School fees

Boarding trainees pay of Ksh. 28,300 per year in school fees while day scholars pay Ksh. 27,000 per year.

Infrastructure

The institution lacks key training workshops such as that for Motor Vehicle mechanics and Building construction.

The boys' dormitory is incomplete which has forced the institution to convert one class room into a dormitory at night.

Tools and equipment and Learning materials

The institution lacks sufficient tools and equipment. The available worn out and obsolete tools and equipment are shared among the trainees with a single welding machine being shared by 13 trainees while the few available desktop computers are shared among the 106 trainees. The available dead car that is used to offer Motor vehicle mechanics training misses important parts.

Training materials are purchased by the institution using the fees paid by the trainees.

Staff Establishment

The institution has 9 tutors and 4 support staff. Out of the 9 tutors, two (the manager and his deputy) are employees of the County Government. The other seven (7) tutors together with the all the four (4) support staffs contracted by the BoM.

Employee Remunerations

The acting manager, together with his deputy are in Job group J, a promotion received in 2022 after five years of service. The highest paid BOM tutor draws a monthly gross salary of Ksh. 7,700 while the lowest paid BOG tutor draws a monthly gross of Ksh. 7,000.

The highest paid support staff takes home a gross monthly pay of Ksh. 7,700 while the lowest paid support staff receives a monthly gross pay of Ksh. 6,000.

Despite the poor pay, the institution owes these BoM employees salary arrears of up to four months.

Statutory deductions for BOM employees

The institution does not deduct either NHIF or NSSF from the BOM employees' Employee Remunerations.

Support from County Government

The institution benefited with an ICT workshop as well as a hairdressing classroom from the County Government in 2014/2015 financial year.

From the propoor bursary program, the institution benefited with a total of Ksh. 380,000 from the 2023/2024 financial year's propoor program.

3.2.1 Mui Vocational Training Centre.

The institution, which is located in the interior parts of Mui Ward began in 1976. Due to poor road network, the institution is not easily accessible.

Enrolment

Mui VTC has a total enrolment of 185 trainees. 87 of these trainees are boarders while 98 are day scholars.

Courses offered

Waita VTC offers seven (7) courses namely;

- i. Building and Construction,

The highest paid support staff takes home a gross monthly pay of Ksh. 5,200 while the lowest paid support staff receives a monthly gross pay of Ksh. 4,000.

Statutory deductions for BOM employees

The institution does deduct and remit NHIF or NSSF from the BOM employees' Employee Remunerations.

Support from County Government

The County Government renovated a building and construction workshop in the financial year 2022/2023.

From the propoor bursary program, the institution benefited with a