Skills Expert Project

AHK Kenya’s Dual Vocational Training system in Kenya

Supported by:

Federal Ministry for Economic Affairs and Energy

on the basis of a decision by the German Bundestag
The Delegation of German Industry and Commerce in Kenya (AHK Kenya)

The Delegation of German Industry and Commerce in Kenya (AHK Kenya) has supported both National and German initiatives in the field of vocational training in Kenya since 2013.

AHK Kenya proactively drives private sector based initiatives in Technical and Vocational Education and Training (TVET) in Kenya as a founding member and secretariat of the think tank “Permanent Working Group on Technical and Vocational Education and Training (PWG).” Additionally, AHK Kenya supports companies in their activities regarding the development of dual vocational training programs.

Objectives in TVET

- Establish AHK Kenya as a competence centre and service provider for dual VET in Kenya.
- Adapt the German Dual Vocational Training System to Kenyan circumstances and conditions and establish sustainable structures to enable the dual VET in Kenya.
- Partnership with small and medium sized Kenyan companies as well as German and large international and local companies to build and enable their participation in dual vocational training and thus help financing the training and make it sustainable.
- Establish a TVET advisory committee which enacts the required decisions on the implementation and procedure of VET and shall be consulted in all important issues of VET. For each established occupational field there will be a competent sub-working group of the vocational training committee.
- Establish and implement “Train the Trainer” programs for competency based training methods to build the capacity both of trainers in vocational schools and companies participating in dual vocational skills development programs (AdA International).
- Conduct AHK examinations and award certifications for successful graduates of dual training courses according to the standards of the worldwide AHK dual vocational training system following the German model.
Dual Vocational Training in Kenya

A competency based approach to close the skills gap

SKILLED BY PRACTICAL EXPERIENCE

### 70%
Practical training on the job

Based on the German action oriented vocational training system

In the frame of apprenticeship contract between apprentice and training company

Focused on practical skills to improve productivity and competitiveness to fuel innovation

The major part of training within this dual system is performed in companies. The in-company vocational training concentrates on teaching specialized practical skills, enabling apprentices to execute tasks of a skilled worker independently, to analyze and solve problems on their own.

### 30%
Theoretical training at a vocational college

Based on German vocational training curricula

Adapted to Kenyan circumstances

Training of basic and specialized knowledge

Every vocational school focuses on providing specialized theoretical knowledge for the relevant occupation and on consolidating and improving the level of general education.
SKILLS EXPERT PROGRAM AND FEATURES OF DUAL VET

SKILLS EXPERT PROJECT AT AHK KENYA

Since the end of 2017, through the support of the German Federal Ministry of Economy and Energy, AHK Kenya is implementing the “Skills Expert” project with the primary goal to establish sustainable structures and best practice examples to enable dual vocational training in Kenya.

FEATURES OF THE DUAL TVET SYSTEM

AHK Kenya is promoting the dual TVET system as the ideal platform for training in TVET whereby 60 to 70 percent of the training takes place in the company and 30 to 40 percent in school. In contrast to purely school-based training, dual training offers the opportunity to directly put into practice what has been learnt in class and be part of the team in the company. This motivates learning and increases the fun at work, because you see results immediately.

ADA INTERNATIONAL: VOCATIONAL TRAINER QUALIFICATION

AHK Kenya has introduced courses for the AdA International vocational trainer qualification. These specialized courses target in-company trainers. Trainers are responsible for planning training content and schedules and for conducting in-company vocational training programs. Thus they are an essential part of the dual vocational training concept. This course enables them to perform this task and transfer their on the job knowledge to the apprentices.

INVOLVEMENT OF INDUSTRY

Industry needs skilled workers. Who is best suited to train these professionals? The industry itself! Especially in an ever faster changing world, many people strive for job security. A dual education can offer such security. Because chances that apprentices will be hired after their final examination by the company that taught them everything are high. Trainees will gain professional experience from the very first day of their training. This gives them a head start on those who do purely school-based training.
AdA International: Vocational Trainer Qualification provides an overarching goal of strengthening pedagogical capacity of Vocational and in-company trainers to implement competency based training. This is particularly important as it translates to highly skilled and employable trainees. The training is oriented according to the German Quality Standards AEVO, and is being organized under the Skills Expert Program.

**FEATURES:**

First Class dual VET requires properly qualified In-Company Trainers. Trainers are responsible for planning training content and schedules and for conducting in-company vocational training programmes. Only those persons who have the requisite personal and professional qualifications may provide vocational training.

**DIHK-BILDUNGS–GMBH: ADA–INTERNATIONAL**
- Training Concept based on German AdA Regulation
- Worldwide applicable
- Two Versions: Full and Basic
- Full Version adapted to local circumstances
- Approved Training Material
- Pool of appropriate Exam Questions
- DIHK/AHK Certificate

**BASIC VERSION (1 WEEK)**
- Selection from AEVO
- Focus on Labour related and Professional Teaching Ability
- No Adaptation required
- Needed to meet the Category of „Local dual VET closely related to German Standards”
- First Step for AdA Full Version

**FULL VERSION (2 WEEKS)**
- Sets Standards after AEVO
- Focus on Labour related and Professional Teaching Ability
- Adaption to local circumstances
- Requirement to fulfil the Category „German Dual VET in foreign countries”

**The required competences** are outlined in four areas of activity which follow the structure of their training:
1. Assess vocational training requirements and plan training
2. Prepare training and participate in trainee recruitment
3. Conduct training
4. Conclude training

**Trainer aptitude examination** must include assignments from day-to-day practice in all areas of activity. The examination comprises a written and a practical test. Trainers who pass the examination receive a certificate.
Training companies represent part of the industry and have influence on content and organisation of vocational training. Training companies co-operate before and during the training extensively with the AHK Kenya concerning:

• The curriculum of the according training
• Suitability as training company
• For general and legal questions of the dual training AHK Kenya is the competent body
• Documents relevant to the dual VET training
• Training contract
• Proof of the requisite training personnel (personal, professional and pedagogic qualification)
• Intermediate and final examinations

Training companies also co-operate with the second learning venue in the dual system, the vocational school:
1. Registration in the responsible vocational school
2. Exchange with the school concerning the trainee
3. Exchange on technical questions to optimize the training content to the performance of the trainee (in the sense of a good cooperation of the learning venues)

For more information on how to be involved please contact the Skills Experts:
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