



**pasor.org**  
PARTNERSHIP FOR AFRICAN SOCIAL  
& GOVERNANCE RESEARCH

**cabe**  
Centre for African Bio-Entrepreneurship

# High-Level Policy Dialogue on 'An Apprenticeship Framework for Youth Employment Creation in Agriculture and Agro-processing in Kenya'

June 12, 2018

The Intercontinental Hotel, Nairobi, Kenya

# Contents

Acronyms	ii
Executive Summary	1
1.0 Introduction	2
1.1 Opening remarks on Utafiti Sera	2
1.2 Opening remarks from PASGR	2
2.0 Presentation on Key Policy Messages from Synthesis of Evidence	2
3.0 Plenary Discussion	4
4.0 General comments from the plenary	6
5.0 Conclusion and Closing remarks	7

# Annexes

Annex 1: List of participants	8
Annex 2: Agenda	9

# List of Acronyms

<b>AFDB</b>	- African Development Bank
<b>AU</b>	- African Union
<b>CABE</b>	- Centre for African Bio-Entrepreneurship
<b>CDACC</b>	- Curriculum Development Assessment and Certification Council
<b>EYP</b>	- Enable Youth Program
<b>KYEP</b>	- Kenya Youth Empowerment Project
<b>MAC</b>	- Manor House Agricultural Centre
<b>M&amp;E</b>	- Monitoring and Evaluation
<b>MoALF</b>	- Ministry of Agriculture, Livestock and Fisheries
<b>NEA</b>	- National Employment Authority
<b>NITA</b>	- National Industrial Training Authority
<b>PASGR</b>	- Partnership for African Social Governance Research
<b>SDG</b>	- Sustainable Development Goals
<b>TVET</b>	- Technical and Vocational Education and Training (TVET) Act
<b>TVETA</b>	- Technical and Vocational Training Authority
<b>UN</b>	- United Nations
<b>USAID</b>	- United States Agency for International Development
<b>VCT</b>	- Vocational Training Centers
<b>YALI</b>	- Young African Leaders Initiative

# Executive Summary

The first policy dialogue with senior policy makers on youth employment creation in agriculture and agro-processing for inclusive growth in Kenya was held at The Intercontinental Hotel in Nairobi on 12th June 2018. The meeting brought together 10 key stakeholders from the Ministry of Agriculture, Technical and Vocational Training Authority (TVETA), the National Industrial Training Authority (NITA), the National Employment Authority (NEA), The National Treasury, Manor House Agricultural Centre (MAC) and the co-hosts, the Partnership for Social and Governance Research (PASGR) and Centre for African Bio-Entrepreneurship (CABE).

The objective of the meeting was to discuss the establishment of an Apprenticeship Framework as a tool for boosting both youth employment in the agriculture and agro-processing sectors in Kenya. The proposed idea of an Apprenticeship Framework was derived from a series of recommendations emanating from Utafiti House Forums held in December 2017 and March 2018 respectively on Youth Employment in Agriculture and Agro-Processing in the context of inclusive growth in Kenya.

## Summary of highlights emerging from discussions:

- 1 Youth still view agriculture as a transitory sector as opposed to a long-term career option. Interventions should seek to retain youth in the agriculture sector, especially upon successful acquisition of skills and training to minimize the futility of viable agriculture resources.
- 2 There is need for stakeholders to examine the shortcomings of other youth funded projects in Kenya and gain a deeper understanding of the labor market demands before proposing new interventions.
- 3 The National Employment Authority, NEA invited members of the Utafiti Sera to provide input into the national draft policy on internship to encompass the concerns raised by establishing an inclusive, attractive and viable apprenticeship program.
- 4 There are a number of scattered initiatives working to establish an agriculture apprenticeship framework independently. There is a need to coordinate these efforts to develop a more comprehensive, inclusive and integrated approach with perennial impact.
- 5 Most agricultural technical training institutions are not accredited.



The objective of the meeting was to discuss the establishment of an Apprenticeship Framework as a tool for boosting both youth employment in the agriculture and agro-processing sectors in Kenya.

### Agricultural technical training institutions were offered the opportunity to:

- a. Liaise with the Curriculum Development Assessment and Certification Council (TVET CDACC) for support in developing curriculums that are accredited as provided in the TVET Act, 2013;
- b. Collaborate with industry players to develop a new curriculum that matches labor market demand; and
- c. Liaise with NITA for registration of trainers. Once registered, institutions can collaborate with employers for staff training programs.

- 6 The apprenticeship framework proposed by the Utafiti Sera house should incorporate a rigorous Monitoring, Evaluation and Learning component to contribute to the impact assessment of the various initiatives directed towards youth employment creation.
- 7 NITA called upon stakeholders present in the house to collaborate with them in developing a curriculum and accreditation for various agricultural sub-sectors, as they have successfully done with the floriculture sector.



The proposed idea of an Apprenticeship Framework was derived from a series of recommendations emanating from Utafiti House forums held in December 2017 and March 2018 respectively on Youth Employment in Agriculture and Agro-Processing in the context of inclusive growth in Kenya.





# 1.0 Introductions

## 1.1 Opening remarks on Utafiti Sera



**CABE Executive Director - Dr. Hannington Odame**

Dr. Odame kicked off the meeting by welcoming the participants to the high-level policy dialogue. He informed them the meeting constituted one of the activities of Utafiti Sera (Research-Policy) House in a bid to foster more inclusive and informed policy making around issues of youth employment in the agriculture and agro-processing sector in Kenya. Till date, the house has followed a demarcated framework consisting of a series of activities aimed to enhance policy processes and outcomes in this field. Such activities included the Stakeholder Mapping Forum (Dec 2017) where key actors convened to map out issues in need of policy intervention and key stakeholders missing in the equation, the Utafiti Sera county forum (March 2018) which focused on the exchange of best practices between counties, and the YALI Design challenge (March-April 2018) where youth were asked to share their ideas around developing a comprehensive apprenticeship framework in a challenge facilitated by USAID .

He invited participants to review the policy brief and the infographic presented to them during the sessions as they would form the basis for discussion. He also proposed a change in the day's program noting that two of the presentations would be swapped with an open plenary discussion where all participants could reflect on the policy recommendations provided in the policy brief to enhance policy outcomes.

## 1.2 Opening remarks from PASGR



**Research and Policy, Program Associate, PASGR - Ms. Radwa Saad**

Ms. Radwa thanked all participants for finding time to participate in the Utafiti Sera dialogue with senior policy

makers on the issue of youth employment creation. She informed the participants that PASGR operates three main programs namely 1) Higher Education 2) Professional Development and Training courses; and 3) Research and Policy Engagement. She mentioned that the Utafiti Sera Project is part of the Research and Policy Engagement program that aims to enhance policy process and outcomes by building communities of practice around specific policy issues where research evidence is underutilized. She urged participants to make use of the evidence derived from house activities in policy formulation and implementation in areas concerning youth employment creation in agriculture and agro-processing.

Ms. Radwa welcomed all the participants to the Utafiti Sera House, encouraged them to co-own the process and make use of house recommendation in their respective institutions and areas of expertise.

# 2.0 Presentation on Key Policy Messages from Synthesis of Evidence



**Dr. Hannington Odame**

Dr. Odame gave this presentation on behalf of Dr. Grace Mwaura, who co-authored the policy brief informing house discussions. Dr. Odame indicated that the presentation would focus on the proposed apprenticeship framework that presents a solution to many key issues hindering youth employment in agriculture and agro-processing.

The Utafiti Sera forum hopes to build synergies between different actors and provide input that can transform the agriculture sector in line with the Jubilee government's Big 4 agenda, the AU Agenda 2063 and the UN SDG's. He stated that CABE and PASGR intend to create a vibrant community of practitioners to be able to translate the ideas generated from the house into effective programs, legislation and policies for agricultural transformation. Some of the research and communication materials already emanating from the house include a synthesis paper mapping literature and

<sup>1</sup> For more information on Utafiti Sera process see: <http://www.pasgr.org/utafiti-sera/> For more information on YALI Design Competition see: <https://www.cabe-africa.org/2018/05/01/cabe-yali-design-challenge-inspires-university-student-agri-preneur/> For more information on outcomes of previous Utafiti Sera forums see: <http://www.pasgr.org/publications/utafiti-sera-forum-on-youth-employment-creation-in-agriculture-and-agro-processing-2/> and <http://www.pasgr.org/publications/utafiti-sera-forum-on-youth-employment-creation-in-agriculture-and-agro-processing/>

evidence in the field, stakeholder mapping report, policy briefs, video documentaries, previous forum reports infographics and newspaper articles. All of these products have provided various insights into the house activities. Such insights are summarized as follows:

1. There is a high level of youth unemployment in both rural and urban settings.
2. There are limited financial avenues and incentives for youth to invest in agribusiness.
3. There is a deficit of knowledge and skills among the youth hindering their integration into the sector as employers and employees.
4. Apprenticeship, internship and other training programs have targeted the formal sector as opposed to the informal sector where most agricultural activities occur.
5. Although many actors are involved in agriculture and agro-processing, few are conversant in implementation of youth and/or apprenticeship programs.
6. Youth tend to view the agriculture sector as unattractive, non-lucrative and labor intensive. It is rarely considered a viable career option, despite the many opportunities available in the sector. How do we change such perceptions and attitudes?

In order to bridge these gaps hindering youth employment creation in agriculture, the Utafiti Sera House is proposing a comprehensive apprenticeship framework encompassing youth from both the formal and informal sectors. The framework should draw more actors into the formal sector while recognizing experiential knowledge in the informal sector that has previously lacked a system of assessment and accreditation (see framework below).

#### The frameworks should address the following issues:

- a. Access to apprenticeships -Promote inclusiveness by providing incentives that cater to the diverse pool of youth including the disabled, single mothers, educated and non-educated etc.
- b. Attractiveness of apprenticeships -Reforming apprenticeship curriculums to encompass informal actors and learning opportunities.
- c. Governing apprenticeships – Devolve apprenticeship structures such that co-ordination is conducted at the county level.
- d. Financing apprenticeships - Establish an apprenticeship fund to support employers and apprentices in the agriculture sector and value chains.



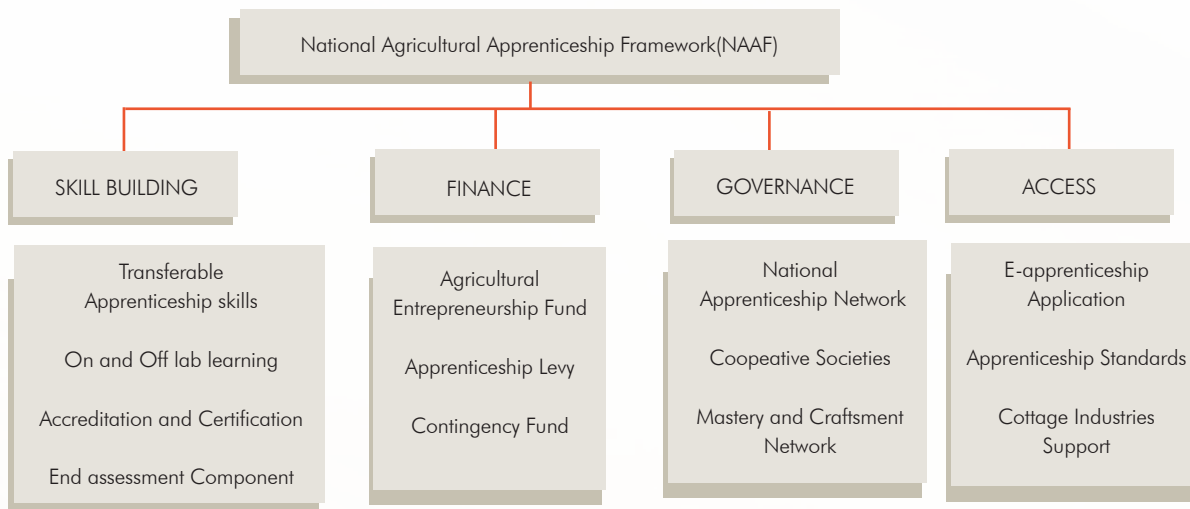
Source: Disability Rights Fund; Youth with Disabilities march in Nairobi, Kenya

**“ Promote inclusiveness by providing incentives that cater to the diverse pool of youth including the disabled, single mothers, educated and non-educated etc.**

**Youth tend to view the agriculture sector as unattractive, non-lucrative and labor intensive. It is rarely considered a viable career option, despite the many opportunities available in the sector. How do we change such perceptions and attitudes?**



**Figure 1: The Proposed National Agricultural Apprenticeship Framework**



## 3.0 Plenary Discussion

In the plenary session, participants were invited to reflect on the proposed policy recommendations for enhanced youth employment creation in agriculture and agro-processing through an apprenticeship framework. Each participant also highlighted some of the activities their organizations were undertaking in this regard.



### Director of Employment, National Employment Authority (NEA)–Mr. Samson Nyaanga

The National Employment Authority is mandated with the formulation and implementation of policies on employment creation. NEA regulates private employment bureaus and oversees employment placements in all counties by connecting employees with employers.

Mr. Nyaanga invited the Utafiti Sera House members to review the National Employment Act 2016, on which policy recommendations should be anchored. He also informed the plenary that the NEA is in the process of developing a policy on internship that targets all categories of youth (including marginalized and minority groups).

The major challenge faced by the authority has been lack of private sector funding for internships. Nonetheless, the development of an internship policy and the pursuit of partnerships is expected to overcome the challenge. Mr. Nyaanga invited Utafiti Sera members to collaborate with the authority in improving the draft policy document so that it captures the concerns of youth in a comprehensive manner.



### Assistant Director, The National Treasury –Mr. Stephen Makori

Mr. Makori directed his presentation to questions raised by participants about the national treasury’s efforts to support youth initiatives. He informed the members that the resource mobilization unit works in liaison with Ministries and government agencies on their proposed programs in need of fundraising. The Ministry develops the program and the National Treasury supports resource mobilization.

The National Treasury is collaborating with the Ministry of Agriculture, Livestock and Fisheries in the ‘Enable Youth Program (EYP)’. The program mobilized Ksh3 billion from the Africa Development Bank (AfDB) for a period of 5-years to be implemented in 8 counties across Kenya. The program will target 2000 university graduates through an agribusiness incubation program.

The program

will target

**2000**



university graduates through an

**agribusiness incubation program**



**Financing of the EYP will be managed by the Agricultural Finance Corporation (AFC) and will take three forms:**

1. Soft loans –the borrower will pay principle and an interest rate of 5%
2. Interest-free loans
3. Risk-guarantee fund –through other commercial banks that lend youth in agribusiness.

Mr. Makori highlighted the need for funding partners and implementing actors to conduct research that examines how best to overcome the challenge of mismanagement of funds as witnessed in Uwezo Fund, Youth Fund and Women Fund.

Some participants raised concerns that the EYP program intends to only target youth with formal education leaving out those in the informal sector. Mr. Makori responded by informing the participants each of the 2000 EYP beneficiaries is envisaged to employ at least 5 youth – which can absorb approximately 10,000 youth from the informal sector. The plenary also cautioned that some of the youth funded projects in the past were not viable and hence the need to carefully assess the demand aspect of the projects before they are incubated.



**Center Director, Manor House Agric Centre-Mr. David Mwangi**

Manor House Agricultural Training Centre offers a wide range of courses to equip youth with practical skills demanded in the agriculture sector. In addition, the Centre offers extension services and undertakes research in collaboration with universities and private sector actors.

**Challenges faced in conducting trainings for the youth, especially through funded projects are:**

- i. Youth view agriculture as a transitory sector. They attend trainings but soon after move on to other sectors.
- ii. Many youths not willing to attend the training unless they are paid as evident in the World Vision-funded training. This may be an issue of targeting, so the Centre is considering recruiting participants through a more selective screening process.



**Principal Technical Education Officer, TVETA –Ms.Susan Debe**

Technical Vocational Education & Training Authority (TVETA) regulates TVET training in Kenya, under the Ministry of education. TVET training is conducted in public institutions as well as in private vocational training centers (VTCs). Ms. Debe highlighted that previously, agriculture was not offered as a high level course but this changed following the continued efforts to promote agriculture transformation. Currently, the VTCs offers an agribusiness course and the trainees are encouraged to progress on with the training up to degree level.

Ms. Susan also called on the media to sensitize the public on the efforts made in integrating agriculture in TVET and creating awareness on the positive side of agriculture to enhance youth traction in agribusiness. She also called on VTCs to liaise with Curriculum Development Assessment and Certification Council (TVET CDACC) for support in developing curriculums that are recognizable and accredited as provided in TVET Act, 2013.

In response to a question from the plenary about the cost of engaging CDACC in developing curriculum, Ms. Debe informed the participants that the fees charged depended on the type of institution in need of the service. For instance, registration of VTCs costs Ksh 5,000 while that of technical colleges is Ksh20,000. The fees charged for development of up to ten (10) new courses was Ksh10,000 for national colleges while VTCs are charged Ksh 5,000.

When questioned on the duration of registration processes conducted by VCTs, Ms. Debe intimated that delays were common because until recently, TVETA had only 13 technical staff members serving the whole country. However, the authority has recently advertised for new vacancies to increase service provision.



**Agricultural Advisory Services Officer, MoALF-Mr. Wycliffe Amariat**

The MoALF offers capacity-building services to agriculture staff in devolved government units. Although the national government is tasked with undertaking Monitoring and Evaluation (M&E) of national government programs in the counties, support for M&E processes is very weak, limiting dispensation of this task.



Mr. Amariat indicated that the biggest challenge youth are facing directly relates to the current education systems and commended the Ministry of Education on the on-going shift from a theory-based to competency-based education system. He advised on the need for collaboration with industry players so that the new curriculum matches labor needs in the market.

He further called for stakeholders to address the issue of low agricultural productivity noting that in Kenya, a staggering 80% of farmers that feed the nation in comparison to only 16% in Israel and 2% in the US. He also encouraged stakeholders to continue supporting the work of TVET in order to reach more institutions and youths.




**Agricultural Advisory Services Officer,  
MoALF –Mr. Onsare M. Nyamweya**

Mr. Nyamweya requested that Utafiti Sera House brings on board other state departments under the ministry viz. crop development, irrigation, livestock and fisheries for a holistic approach to research-policy engagement.

Mr. Nyamweya informed the plenary that the Ministry was in the process of drafting a flour blending policy that will demarcate mandatory requirements for flour processors. The policy is envisioned to create more employment for youth.

He also emphasized the deficit in financing of M&E efforts, which makes it difficult to examine the impact of the various initiatives of the ministry.



**Industrial Training Officer & Secretary,  
Agriculture, Livestock & Fisheries Sector  
Committee, National Industrial Training  
Authority, NITA –Ms. Irene Muraguri**

Ms. Muraguri applauded the work done by Utafiti Sera by bringing to the fore the importance of apprenticeship in agriculture and agro-processing. She indicated that NITA was on the frontline of these efforts by regulating competency based industrial training in the country. NITA's accreditation strategies rely heavily on trade testing which is 90% hands-on and 10% theory. Trade testing techniques target informal sectors and measure informal learning processes.

Ms. Muraguri highlighted that the government, through NITA offers an incentive for companies to support apprenticeships by reimbursing the training levy based on the expenses incurred in the training. This money is drawn from the training levy paid by employers to NITA for purposes of capacity training for their workers. Each

employer pays Ksh50 per employee per month for training and thus, it is in the employer's best interest to use the money to train staff and take on interns.

Ms. Muraguri noted that training is mostly skewed towards the horticulture export trade business compared to other sub-sectors in agriculture. She advised agricultural training institutions to liaise with NITA for registration of trainers because once registered, the institution can collaborate with employers to train their staff and increase productivity.

Ms. Muraguri also informed the plenary that NITA had partnered with the World Bank-funded Kenya Youth Empowerment Project (KYEP) targeting 70,000 youth drawn from all over the country. NITA has also partnered with stakeholders in the flower industry to develop a Floriculture curriculum for Grade 3, 2 & 1 which will be fully rolled out in December 2018. NITA is also in the process of developing curriculum for Ranching and Dairy industry. She affirmed the significance of curriculum and training in agriculture by illustrating that in 2015, NITA conducted a Grade 3 training for employees in a flower company and most of the past trainees were promoted to management level less than 3 years later.

The plenary applauded the efforts of NITA in accreditation of skills in agriculture sector but called for the development of a curriculum targeting the domestic horticulture sector that is encompassing and inclusive for youth.

## 4.0 General comments from the plenary

The participants noted the importance of conducting a needs assessment study before the implementation of youth training and empowerment projects. The study should consider the needs of target beneficiaries as well as the needs of the labor market. More often than not, tools and skills acquired from these programs are under-utilized, sold or lie idle. It was also agreed that M&E should be an integral aspect of a comprehensive apprenticeship framework to minimize wastage, promote learning and program adjustments.

Devolved governments should allocate financial resources, invest in human capital and ensure continuous training alongside budgeting for programs and development projects.

## 5.0 Conclusion and Closing remarks



Research and Policy, Program Associate, PASGR - Ms. Radwa Saad

Ms. Radwa stated that she was pleased with quality of sharing in the house, the cross-fertilization of ideas and identification of opportunities for collaboration that were in line with Utafiti Sera’s agenda of providing a platform for synergy and evidence-based policy making.

She reiterated that PASGR would continue supporting house activities through:

- a. Supporting CABE in the production and dissemination of key policy messages
- b. Providing platforms for linkages and synergy where stakeholders can come together and work towards the common goal of supporting apprenticeship in agriculture.
- c. Facilitating a national forum that will bring together members of various Utafiti Sera houses to share experience and exchange best practices in research to policy uptake across different thematic areas in Africa.

She noted that various members of the house are independently working on scattered apprenticeship initiatives. She urged members to combine their efforts to develop a more comprehensive and integrated framework for lasting impact. Civil society, whose role is often underutilized in government-led projects, should drive M&E mechanisms for such a framework. Ms. Radwa challenged the participants to work together in preparing a position paper outlining how each member of the house can contribute to the apprenticeship framework proposed.



**Utafiti Sera has identified spaces for collaboration such as contributing to the government’s draft internship policy by sharing the knowledge learnt through the house.**



Dr. Hannington Odame

Dr. Odame noted that through the engagement with senior policy makers, Utafiti Sera has identified spaces for collaboration such as contributing to the government’s draft internship policy by sharing the knowledge learnt through the house.

He also applauded the EYP’s holistic approach but called upon the program management to address some of the concerns raised such as the limited engagement of private sector in the program, the demand side and better strategies of including youth in the informal sector –thus, the need to share the proposed apprenticeship framework with the EYP for possible adaptation.

On curriculum development, Dr. Odame commended the government’s efforts in integrating agriculture curriculum in TVET. However, he emphasized the need to document and share lessons so as avoid reinventing the wheel in future programs.

He also proposed an innovative financing of apprenticeship whereby the NITA levies strategy outlined earlier in the discussions can be adopted by implementers of the youth fund, Uwezo fund and women fund to increase the pool of apprentices.

Since M&E has been under-funded over the years, Dr. Odame called on the stakeholders to look for ways to engage and collaborate with civil society organizations to undertake M&E in the spirit of learning and scaling up best practices.

On the next steps, Dr. Odame informed the plenary that CABE will collate the suggestions and share the second draft of policy brief with the team for their input. He also informed the participants that future Utafiti Sera convening will invite more key technical staff from the various institutions who can serve as implementing agents for policy recommendations.

## Annex 1: List of participants

Institution	Name of participant	Position in Organization
The National Treasury	Mr. Stephen Makori	Senior advisor
National Employment Authority	Mr. Samson Nyaanga	Director of Employment
State Department of Agriculture	Mr. Wycliffe Amariat	Agricultural Advisory Services
State Department of Technical Training	Mr. Onsare M. Nyamweya	Head, Agricultural Advisory Services
Technical and Vocational Education Training Authority	Ms. Susan Debe	Technical Education Officer
National Industrial Training Authority	Ms. Irene Muraguri	Industrial Training Officer
Manor House Agricultural Centre	Mr. David Mwangi	Centre Director
CABE	Dr. Hannington Odame	Executive Director
CABE	Ms. Elsie Kangai	Program Manager
PASGR	Ms. Radwa Saad	Program Associate



Youth Policy Toolbox: The Kenya Youth Empowerment Project (KYEP) – Kenya

## Annex 2: Agenda

High-level policy dialogue on youth employment creation in agriculture and agro-processing for inclusive growth in Kenya

**Venue:** Intercontinental Hotel, Nairobi

**Date:** June 12, 2018

**Time:** 8.00am-11.00am

**Facilitators:** Dr. Hannington Odame & Dr. Martin Atela

8.00-8.30am	<b>Arrival /Registration</b> -Elsie Kangai
8.30-8.50am	Introductions, acknowledgements and expectations Facilitator-Dr. Hannington Odame
8.50-9.10am	<b>Opening remarks on</b> Utafiti Sera Facilitator-Dr. Martin Atela CABE Executive Director -Dr. Hannington Odame PASGR Executive Director - Prof. Tade Aina
9.10-9.30am	<b>Presentation on key policy messages</b> Facilitator-Dr. Hannington Odame
9.30-10.00am	<b>Existing interventions for youth in agriculture, opportunities &amp; gaps</b> Facilitator-Dr. Martin Atela Youth in Agribusiness Programme, Ministry of Agriculture Technical and Vocational Education Training Authority
10.00-10.30am	<b>Panel discussion</b> Facilitator-Dr. Hannington Odame State Department of Agriculture State Department of Technical Training Manor House Agricultural Centre Ministry of Public Service, Youth & Gender Affairs
10.30-10.45am	<b>Synthesis &amp; next steps</b> PASGR Program Manager – Dr. Martin Atela CABE Executive Director -Dr. Hannington Odame
11.00am	<b>Breakfast &amp; networking</b>





Partnership for African Social & Governance Research (PASGR)

6th Floor, I & M Building

2nd Ngong Avenue, Upper Hill

P.O. Box 76418-00508 Nairobi, Kenya

Email: [research@pasgr.org](mailto:research@pasgr.org)

Tel: +254 (0)20 2985000; +254 (0)729 111031 or

+254 (0) 731 000 065

[www.pasgr.org](http://www.pasgr.org)