



MINISTRY OF LABOUR AND SOCIAL PROTECTION
STATE DEPARTMENT FOR LABOUR

NATIONAL HUMAN RESOURCE PLANNING
AND DEVELOPMENT



A World Class Centre for
Labour **Market Information**

www.labour.go.ke

NATIONAL HUMAN RESOURCE PLANNING AND DEVELOPMENT

The Directorate was established in the year 2008 as a result of Ministerial re-organization that was sanctioned by the then Directorate of Personnel Management (DPM). It came about as a result of the split of the larger department of National Human Resource Management and Employment (HRM&E).

The Directorate has two divisions, namely Human Resource Planning and Human Resource Development. These two divisions have their origins in the 1980's based on recommendations from various national and international forums advocating for the establishment of bodies at national level to take charge of manpower planning and development. One such forum is the Lagos Plan of Action which directly called for the establishment of such a body.

A manpower balance

The ministry of labour through the directorate of National Human Resource planning and development (NHRPD) is mandated to collect, analyse and disseminate data on manpower supply from local training institutions and demand for skills in the labour market. The manpower supply gives data on skills emerging from local training institutions whereas the demand side gives information relating to skills requirement in various establishments in the labour market. The two sides of supply and demand interact hence enabling planners obtain a manpower balance in the economy.



Our Mandate

Undertaking research to develop a national human resource data base, develop guidelines on skills development and maintain a national skills inventory.

Core Functions

- ✔ Maintenance and dissemination/provision of up to-date labour market information
- ✔ Development and dissemination of guidelines for skills development
- ✔ Development and maintenance of National skills inventory
- ✔ Formulation of National human resource planning, development and utilization policies
- ✔ Maintenance of National Occupational Classification System (KNOCS)





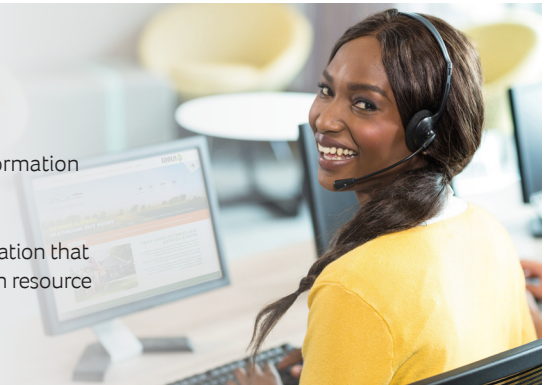
VISION

A World class centre for labour market information



MISSION

To provide up to date labour market information that informs on development of national human resource policies and strategies



Our Range of Services

- ✔ Provide Labour market Information on key labour market indicators
- ✔ Development and dissemination of guidelines for skills development
- ✔ Conduct sectoral training needs assessment to identify skill requirements, gaps and mis-match
- ✔ Evaluation of cost and relevance of training programmes
- ✔ Quarterly analysis of Job opportunities
- ✔ Undertaking periodical National Manpower Surveys covering all sectors of the economy
- ✔ Conduct survey of training in local training institutions and maintaining an up to date Master File of all local training institutions and courses offered.
- ✔ Developing and periodically updating National Occupations Classification Standard
- ✔ Development and maintenance of an up to date Labour Market Information System (KLMIS)

Major projects currently being undertaken by the department

The directorate of human resource Planning and Development driven by its mission of being a lead centre in labour market information has been undertaking the following projects:

- i) Operationalisation of the Kenya labour market information system (KLMIS)
- ii) Quarterly Job opportunity analysis.
- iii) Informal sector skills and occupation survey.
- iv) Sectoral survey in various Key sectors of the Economy

Key research activities on Human Resource Planning and Development

- ✔ Survey of Training in Local Institutions (STLI)
- ✔ Sectoral Training Needs Assessment (TNA)
- ✔ Sectoral Manpower Survey (SMS)
- ✔ Evaluation of Training Programmes
- ✔ National manpower survey
- ✔ Sectoral surveys on emerging occupations





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Bishops Road, Social Security House
P.O. Box 40326 – 00100, Nairobi
Telephone: +254 (020) 2729800/801-819
Fax: +254 020 2726497
Email: ps@labour.go.ke. or info@labour.go.ke
www.labour.go.ke

