



**MINISTRY OF LABOUR AND SOCIAL PROTECTION
OFFICE OF THE CABINET SECRETARY**

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DURING THE KOICA PROJECT INDUCTION AT NITA
MOMBASA ON 19TH MARCH 2021**

All distinguished guests present;

Ladies and gentlemen;

I am honoured to be gathered here to take stock of the achievements of the NITA capacity building project alongside the modernization of facilities in NITA Mombasa.

I am informed that NITA has had a long partnership with KOICA that dates many years ago. This partnership between the Government of Kenya and republic of Korea has greatly helped NITA to modernise its facilities which has so far equipped over 15,000 Kenyans with relevant industrial skills. One of the facilities that have benefited from KOICA is the NITA Mombasa at a tune of 410 Million shillings. The workshops modernised through this support are now being used for skilling and reskilling of Kenyan youths in support of the big 4 agenda.

Our Country and indeed, the whole world has gone through the COVID-19 pandemic, however, even in the current crisis there still remains innumerable opportunities for trade and investment across key sectors most notably agribusiness, energy, infrastructure, education, ICT, housing, health, tourism and hospitality. This therefore gives NITA an opportunity to reskill especially majority of industry players to adopt to the new changing work dynamics.

I believe that the support given by KOICA in modernising this facility is already impacting our country's continued endeavour of providing and facilitating quality skills development and training for our youths and workers to support the attainment of our Government big four agenda, the

Kenya vision 2030 as well as the United Nations sustainable development goals [SDGS] and the African Unions agenda 2063.

As we prepare for the future as a country and individuals, we have to consistently bear in mind the global drivers of change that have a direct bearing on skills development. These includes; labour mobility; demographics; change in work organizations; technology and innovation; educational attainment; globalization and climate changes. All these in one way or the other influences skills development. We must also bear in mind that a combination of different types of skills helps workers to keep their employability high, be agile and resilient in the context of change.

We have witnessed Employers complaining about lack of employable skills in our labour market, even with all the numbers of Kenya transiting from the numerous training institutions. We need to realize that poor matching between skills supply and skills demand has many negative consequences not only to individuals, companies but to the country at large.

At individual level, one will witness negative consequences such as; high rate of unemployment which may lead to the risk of social exclusion; increasing rates of criminality; rising inequality and lack of social cohesion. Other negative consequences at individual level include; people accepting a job other than they are qualified for hence reducing their productivity; Lower wages; Loss of motivation and risk of losing or not finding a job.

At company's level, negative consequences such as; Lower return on investment in private sector and hiring difficulties are witnessed. While at

the national level negative consequences such as lowering of national competitiveness and jeopardizing of foreign investments are also witnessed. It is therefore very important that there is a balance between skills supply and demand. NITA must be at the centre of ensuring that our country reduces these problems associated with poor matching between skills supply and skills demand.

To meet the demands of a globally competitive, responsive and adaptive work force, it is important for training institutions such as NITA Mombasa to offer skills development programs that adequately responds to the current and future skills demands of the industry, we must produce market ready graduants who will easily fit into the labour market, whether locally or abroad.

Ladies and gentlemen;

With the introduction of the Competency based Curriculum and the new system of education, NITA needs to quickly re-evaluate its place in the new system and quickly buttress its Niche. I am confident that this facility will greatly contribute to the entrenchment of the culture of lifelong learning. However, for this to happen, NITA must offer training programs that are industry relevant, focussing not only on hard skills but also on soft skills.

According to data available in the Kenya Labour Market Information System, the most employability skills as required by employers include Reliability, team working, adaptability, initiative among others. NITA therefore need to re-evaluate its training programs to find out if they are addressing these requirements from the industry players.

Ladies and gentlemen;

I want to encourage NITA, not to operate in a silo, but to identify like-minded partners to work with to achieve your mission and vision. You especially need to share your data needs and information with other departments and Agencies within the Ministry of Labour and Social protection so that we can create synergy in the Ministry. You need to identify your data needs from NEA, National Human Resource Planning and Development (nhrpd), Productivity, just to mention a few.

For example, one of our own department in the Ministry NHRPD produces quarterly Job Opportunity Analysis, among the indicators they generate is the Skills in high demand, you need to find out how to make use of such information. For example, you can easily plot a trend analysis for three years to determine the kind of skills that you need to offer.

Ladies and gentlemen;

Globally, the importance of strategic partnerships in development cannot be argued. Kenya's foreign policy places emphasis on co-operation and collaboration through innovative economic diplomacy at regional and international levels for the achievement of our short and long-term development goals.

We must continue to leverage on the good partnership that we have established with the Government of South Korea through KOICA. We must now ask ourselves whether the four centres we have in Nairobi, Athi- River Mombasa and Kisumu are sufficient, considering that from available data, Nairobi, Nakuru, Thika and Eldoret have the most number industry in that

order. In your strategic planning, is NITA currently serving all the regions in our country and is there another way of increasing our presence in the country. You need to challenge yourselves and set a target that might appear difficult to achieve.

Ladies and gentlemen;

I would like to take this opportunity to sincerely appreciate KOICA for the support they have so far given to NITA and propose that NITA board together with the top management should explore other areas of collaboration and support that KOICA and other donors can give especially in infrastructure development and skills transfer

As I conclude, let me applaud the NITA's Board of Directors, the management and entire staff for the strides being made to actualise the transformation of industrial training in Kenya. Am looking forward to a time when NITA will become the training centre of choice for most Kenyans.

Thank you and God bless you.