

Preface

By **Carel Jaspers, director**

Q-Point



In 2017 we started the capacity building project with the Kenyan School of Agriculture (KSA) in Nyeri. KSA is now implementing her strategy "to become a Centre of Excellence in agricultural skills training, technology incubation and dissemination in Kenya and beyond". Around 30 new staff members arrived at KSA and the new head office of KSA is almost ready. In the market, there is a huge need for short, practical oriented courses for farmers, processors and other stakeholders. The labour market needs assessment will give more input for revision and development of training programmes. For the coming months, many activities are planned in the field of stakeholder's visits, gender implementation, curriculum development and a visit of the KSA management to the Netherlands. The last issue is that Mr Josphat Gathiru Muhunyu left the organization and that he handed over his duties to the new KSA Director, Mr Henry Seth Ndege. I hope you enjoy reading.



New head office of KSA in construction

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Expectations

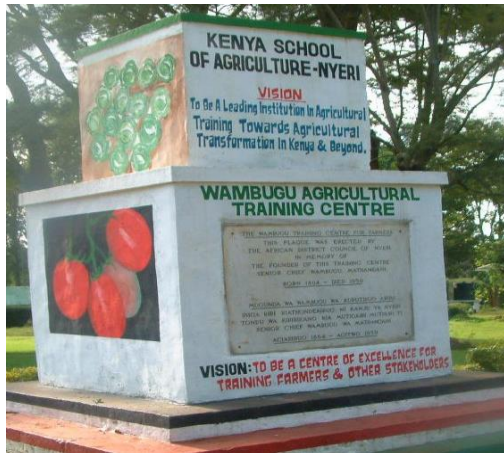
By **Josphat Gathiru Muhunyu, Project Director**



As the field of agriculture becomes more specialized and technologically complex, the economy is placing a high demand on individuals skilled in agriculture-related areas. The average age of the Kenyan farmer is cited to be rising above 65 years while the number of young people taking up farming is declining. Capacity building for youth to take up agriculture as a business is essential through technical and vocational training in farming. Improving access to credit is vital in attracting youth to agriculture. This will also require introduction of new farming technologies that reduce drudgery, increase productivity and returns to labour.

It is therefore very important to support agricultural training institutions that will develop appropriate curricula for training/capacity building for youth in farming as a business.

Capacity building to agricultural extension officers must also be enhanced to keep in tandem with the emerging challenges that farmers face and also keep pace with the ever changing agricultural production technologies and climate.



The School is therefore handling the training function formerly undertaken by Kilifi Institute of Agriculture and Embu Institute of Agriculture by conducting staff capacity building (national and county staff) through short-skilled courses and also middle level trainings (Certificate and Diploma).

Trainings

In undertaking agricultural training function, the School currently has:

- Main campus in Nyeri (Wambugu Farm) – coordinating all training courses for the School;
- Satellite campus in Songa Mbele, Thika (in training courses related to agribusiness, value addition and horticultural enterprise value chains development);
- Satellite campus in Ainabkoi (in training courses related to crop production);
- Resource centre in Nakuru (in all ICT related training courses).

Other campuses will be operational in Nyanza, Coast and Eastern regions of the country to enable the School cover all the Agro-Ecological Zones (AEZ) of Kenya.

The project

As the School organizes and establishes its training infrastructure in line with the labour market demand, the human resource management and development becomes a very critical input. Different cadres of staff are being deployed to the School to handle both technical and support services. However, most of them are either newly employed or have been working in the extension/field services and therefore lacking the core capacities required in a training institution. The NICHE Project therefore came at a time when this capacity building component became very paramount.

The School therefore made a proposal for participation in the NICHE Capacity building programme under the sponsorship of the Netherlands Government and the proposal was successful under the project title: "Enhancing the capacity of Kenya School of Agriculture for improved practical and labour market oriented agricultural TVET education."

Q-Point was appointed as the implementing consultant for the NICHE after their bids won. This will be a four year project that will mainly focus on institutional and staff capacity building at Kenya School of Agriculture (main campus, satellite campus like Songa Mbele Thika and Ainabkoi, plus the Nakuru Agricultural Resource Centre) will benefit.

Project Outputs

At policy level, the project will contribute to increased sustainable agricultural production, employment in the private sector, a better business climate and better performing male and female entrepreneurs in view of Dutch trade and investments.

The key project outcomes to be realized include:

- Kenya School of Agriculture (KSA) enhanced as a learning organization that will produce competent graduates and agribusiness entrepreneurs that are practical and market oriented;

- Enhanced organizational capacity to develop and implement gender sensitive and entrepreneurial educational programmes in food technology and agronomy with linkage to the labor market;
- Enhanced curriculum development in line with TVET;
- Enhanced modern e-learning and e-platforms;
- Enhanced career guidance and technology incubation services;
- Excellence in outreach programmes.

Various preliminary activities are already on-going and the general outlook of the project seems very bright and Kenya School of Agriculture will definitely undergo a thorough staff capacity change that will see its shining in the trainings that will be innovative, creative and skill/attitude transformers to the farmers and the youth of Kenya. We most sincerely thank the EP NUFFIC/NICHE team for this great offer and more so to Q-Point and team for proving to the KSA staff that we can make it to the positive end.

Gender

By Dr. Beatrice Osumbah-Gode (Ph.D)



As the starting point, we carried out a Rapid Gender Assessment of KSA so that the project could understand the baseline situation with a view to developing strategies towards attaining equality. As a cross-cutting issue, the gender agenda seems to be the gluten that will hold the other objectives together, both subtly and obviously. KSA being a middle level training institution at birth stage, this project could not have been timelier. The institution has the opportunity, support and room to place the foundational building blocks of its expanded mandate at the right place, at the right time and in the right way.

I wish you well colleagues!

However, please bear in mind that four years, which is the project duration, can fly so quickly, like the twinkling of an eye. With three quarters of staff being new, there is a lot of 'identifying and employing of each other's potential' to be done.

With respect to the gender agenda, and in line with the National Policy on Gender and Development, and Sessional Paper No. 2

of 2006 on Gender Equality and Development, it is our hope that we will: institute legal basis to guarantee equality for men and women at KSA; enhance gender parity in participation and decision-making in management of the institution; enhance access, retention, transition and performance for both men and women in Agricultural training; promote gender sensitive portrayal of both men and women in the KSA communication media; achieve the highest attainable standard of health (physical, mental, spiritual, social etc.) for both men and women at KSA; identify and remove potential impediments to equal access to education and training opportunities for men and women in the Agriculture Sector; eradicate poverty and promote sustainable livelihoods among farmers; achieve peace, security and conflict resolution that promote gender equality and development and promote active participation of women and men in environmental sustainability.

At our disposal are both national and international organizations concerned with organizational development, training, gender and agriculture. If we partner, we for sure cannot go wrong!

Curriculum development

By Gert-Jan Duives, DVM (Doctor of Veterinary Medicine)/(senior-)lecturer animal health & care and production HAS Hogeschool



Last June I visited Kenya School of Agriculture (KSA) in Nyeri in Kenya. KSA formulated a project called Enhancing the Capacity of Kenya School of Agriculture for improved practical and labour market oriented agricultural TVET education.



KSA main campus in Nyeri under construction

Soon after my arrival I realised that the project-goals, as formulated in the proposal, are rather ambitious: KSA main campus in Nyeri is still under construction as are most of the other KSA campuses. No decision had been taken on the number and topics of future study programs, the number of students enrolling in the courses is not set and educational staff not hired – except for Nyeri and Thika campus.

Presently the main campus is using the premises and facilities of Wambugu Agricultural Training Centre (ATC) and offering some 20 two-weeks training-courses for farmers, cooperatives and staff of private companies. Nyeri campus offers also outreach activities.



Nyeri office in loan of Wambugu ATC Deputy Director Gordon Nyakiti

Thika campus (Songa Mbele) has some new premises and offers outreach activities to farmer-groups. Nakuru buildings are completed, but awaiting training equipment and furniture. None of the other 4 campuses (Ainabkoi, Ugenya, Coastal and Eastern region) is functional yet.



Outreach activities of Thika campus

KSA wants to develop into a respected training college offering Certificate and Diploma courses, besides the existing short courses and outreach activities.

Establishing a well-functioning training institute with several sub-campuses within a time-period of just four years is quite a challenge, certainly if you take into account that release of funds for construction of premises and employment

of staff are decided on by external partners (e.g. Government).

However, the drive and down-to-earth approach of the Director Josphat Muhunyu, his Deputy Gordon Nyakiti and the staff of Thika campus, respectively Anne Igecha and Alice Thome, give confidence that the project eventually becomes a success.

My visit was mainly used to discuss the consecutive steps in developing a practice-oriented study programme and create awareness on some essential requirements for practice-oriented education, i.e. an appropriate didactical approach and close collaboration with the agro-industry right from the start.

It has been an informative and useful visit that made clear to me that this project, to become successful, needs a lot of commitment from the Kenyan counterparts as well as the consortium-partners.



Dormitory at Thika campus 'Songa Mbele' with in-charge of campus: Mrs Anna Igecha

Although a complicated project and many problems to solve, Josphat Muhunyu put things into perspective by using an old Chinese saying "A journey of a thousand miles begins with a single step" (Laoze, 604 BC). Step by step this project will develop and eventually blossom.

Strategic plan

By Simone Langhorst Q-Point consultant



In this project, I am involved as senior consultant strategy and business incubation. One of the defined outputs of this project is to establish a coherent communication and marketing strategy for KSA to be more visible for stakeholders. Q-point BV has organised strategic workshops in order to strengthen the capacity of the KSA team on the development of a strategic and communication plan. The first Strategic plan workshop took place in October 2017 lead by Carel Jaspers (Q-Point) and Mr Owate Wambayi (Director of Technical Education at Ministry of Higher Education Science and Technology).

These experts helped the KSA team in setting up a first draft. In this draft the identity of KSA, with the vision, mission and values were defined. Also the context of KSA, with different stakeholders, risks and opportunities were identified. In December 2017, the second workshop took place hosted by Simone Langhorst (Q-point), Mr Owate Wambayi and Mrs Beatrice Osumba for Bukura College.



Beatrice Osumba presenting

NEWSLETTER

Enhancing the Capacity of Kenya School of Agriculture for improved practical and labour market oriented agricultural TVET education (NICHE/KEN/281).

In this workshop all strategic issues were discussed, key result areas were defined and related to solution strategies. The workshop was very interactive as all participants were involved in the group work. The experts used their own experiences and knowledge to create more context on the strategic issues. The workshop resulted in a second version of the strategic plan. At the end of the workshop an action plan was defined and responsible teams were appointed. Since gender is a crosscutting topic in each Capacity Building Project, Dr Beatrice took the opportunity to reflect on the gender assessment with the participants of the workshop and to discuss the gender action plan.



Picture training on value addition

Partners



Q-Point B.V.
The Netherlands



HAS University
The Netherlands



Micas Limited
Kenya



Egerton University Kenya

Requesting organisation



Kenya School of Agriculture (KSA)

Donor



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Colophon

This newsletter is created by



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