



NEWSLETTER



Capacity Building to deliver competent human resources in integrated water resource management and aquaculture for equitable and sustainable livelihoods in Kenya's arid and semi-arid lands and beyond (NICHE/KEN/158).

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Introduction

By **Carel Jaspers, director Q-Point BV**



The project "Capacity Building to deliver competent human resources in integrated water resource management and aquaculture for equitable and sustainable livelihoods in Kenya's arid and semi-arid lands and beyond (NICHE/KEN/158)" runs two year now. In this project year, a lot of attention was paid to the involvement of the labour market in aquaculture- and water sector in development of a new MSc program for aquaculture and a new PhD program on IWRM. A new design was developed for the Centre of Excellence. The intention is now to involve suppliers of equipment and technology in water and aquaculture to demonstrate this in the Centre. Next month, we will approach (Dutch)private sector to be involved in the Centre of Excellence.

If you want to have more detailed information or if you are interested in the Centre of Excellence, you can always contact me.

I hope you enjoy reading.

Carel Jaspers, director Q-Point BV

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Our vision on the NICHE project at the South Eastern Kenya University

By **Dr. Johnson U. Kitheka, new Director of the NICHE Project, and also the Dean of the School of Water Resources Science and Technology at the South Eastern Kenya University.**



This NICHE project is one of the most important projects of South Eastern Kenya University. The implementation of the project began in January 2013 and it is expected that the project would be completed by end of 2016. The project is contributing in strengthening some of the core functional areas of the University. The project is also contributing in enhancing the capacity of

the academic and non- academic staff in the university to deliver key results. I am glad to note that significant progress has been made in the implementation of the project in the last two years. Also, there has been significant progress towards the realization of the three objectives of the project.

A number of capacity building training workshops have been held since 2013 in key areas including mainstreaming of gender into the activities of the university.



Stakeholders' visit to the site where new fish ponds are being constructed at the university.

Also, we are in the process of finalizing the development of market-driven courses in aquaculture and water resources management, based on the recommendations contained in the Labour Market Needs Assessment. We have also begun the process of developing the Business Plan for the Centre of Excellency in Aquaculture and Water Resources Management, based on the inputs we received from various stakeholders. The university and the School of Water Resources Science and Technology is also in the process of establishing partnerships with various institutions with mandate on water resources management and aquaculture, not only in Kenya, but also in the Netherlands and Belgium.

The project has been fully integrated into the activities of the School.

The project has been fully integrated into the activities of the School of Water Resources Science and Technology. The appointment of the Dean of the School as the NICHE Project Director would ensure

that issues related to the implementation of the project reaches the highest levels of the university management, such as the Schools' Academic Board, Deans Committee, University Senate and the University Management. This is important in addressing key challenges that the progress faced during the early stages of implementation. This arrangement is also important in that it will allow the project to become more 'visible' in the university, and thus increase local ownership of the project.

The establishment of the Centre of Excellency in Aquaculture and Integrated Water Resources Management in the School of Water Resources Science and Technology will be one of the most important deliverables of the NICHE Project.

The establishment of the Centre of Excellency in Aquaculture and Integrated Water Resources Management in the School of Water Resources Science and Technology will be one of the most important deliverables of the NICHE Project. Our plan is to establish a fully equipped institution that can conduct research and offer extension services, consultancy and training to various stakeholders (communities, individual farmers, non-governmental organizations, government departments, institutions and ministries, among others) on various issues related to water resources management and aquaculture in arid and semi-arid lands of Kenya. We are currently discussing with our partners on the modalities of establishing the Centre of Excellency. The preparation of the Business Plan of the Centre of Excellency is now well advanced. We are also in the process of commencing the procurement of hydrological and aquaculture equipment for the two key laboratories at the School.

Plans are also underway to set up the integrated aquaculture laboratory at the School that would be dependent of harvested water. We shall also initiate other necessary capacity building programmes for staff members within the school, particularly where there are existing capacity gaps. Some of the academic members of staff are already pursuing postgraduate studies in Kenyan Universities, under the sponsorship of the NICHE project. Also, with the support of the NICHE Project, we are planning to enroll some of our best students, either into MSc training programmes at the University of Ghent in Belgium or in some of the Kenyan Universities.

We are cognizant of the fact the university and the School of Water Resources Science and Technology will need to come up with a sustainability strategy so that activities initiated under the auspices of the NICHE project continue to be undertaken once funding from Nuffic ends. We expect that networks and linkages established during the implementation of the project would be enhanced even further after the project closes by the end of 2016. While the university and the Government of Kenya will provide support to sustain the facilities established with the support of the NICHE Project, we would also expect additional support from our partners abroad to maintain and expand facilities.

I am taking over the responsibilities of running the project from Dr. Romulus Abila who has been appointed in another upcoming university in Kenya. As the new Director of the NICHE project, my role is basically to ensure that the project is implemented according to the project document. In this regard, I will work closely with the project thematic coordinators in Aquaculture and Integrated Water Resources Management as well as with our partners at Q-Point BV,

Ghent University in Belgium and Technical University of Delft in the Netherlands. I will count on my past experience in project management at UNEP to steer the project to greater heights of success.



Visit of aquaculture laboratories at Wageningen University.

In this regard, we are gratefully to Q-Point BV for organizing a project familiarization mission to Belgium and the Netherlands in April 2015. During the familiarization mission, the outgoing project team members handed over to the new team. We also held discussions on the status of implementation of various project activities.



Discussions on the status of implementation of various project activities.

We visited the World Seafood Expo in Brussels, aquaculture laboratories at the University of Ghent in Belgium and Wageningen University in the Netherlands. We also visited the water research laboratories at the Technical University of

Delft. These visits strengthened relationships with our project partners and ensured that we all have same vision on the project. We hope further visits will be arranged in the near future as we go on with the implementation of the project.

Training of University Top Management on the operationalization of the gender policy in practice

By Christine Verheijden, gender and water management expert.



In October 2014, SEKU Top Management participated in a two-day training workshop. The focus of this training was on awareness raising of the

Top Management about the importance of gender as cross cutting issues within the NICHE project and its implications for SEKU. Theory and practice were alternated during the workshop, in order to allow the participants to discover existing gaps, regarding the implementation of the gender policy in practice at SEKU. These gaps are related with organizational positions, mechanisms, practices and procedures as also the lack of capacities on topics that can promote or might hinder gender equality in SEKU. Because, when the specific patterns of gender relations in SEKU are uncovered, it becomes possible to work within the institution to change the unequal patterns and to reinforce the equalizing ones, making SEKU more gender responsive.

The main aim of the workshop was to arrive at a commitment of the Top Management and come up with recommendations for effective implementation of the gender policy. A list of 8 recommendations for institutional adjustments and arrangements in order to strengthen the gender committee with the final objective of improving the process of operationalization of the gender policy at SEKU were made and agreed upon. At this

moment the new appointed Gender Coordinator, Dr. Grace Mumbi Mutia, is looking after the implementation of these recommendations.



Members of SEKU Top Management evaluating the received training workshop in an informal setting.

During the same week also some members of the Gender Committee as from the Department of Community Development Studies, which houses the gender and Development Studies, followed another two-day workshop on gender equality and operationalization issues. This workshop had the intention to train them on their specific training needs expressed by themselves and give them feedback on the recommendations for institutional adjustments and arrangements made by Top Management as these will be a huge improvement for the performance of them as members of the gender committee.

The future of aquaculture in Kenya

By Grace Mutia, coordinator of the aquaculture component of the NUFFIC funded project.



I would describe the future of aquaculture in Kenya as progressive. The sector has seen slow growth over the years until recently when the government funded economic stimulus program increased fish farming activities all over the country. The program has enabled an increase in the number of fish farmers, who are now approaching it from a commercial perspective. Statistics have shown that national aquaculture production has grown from 1, 000 MT/y in 2000 (equivalent to 1% of national fish production) to 12,000 MT/y, representing

7% of the national harvest in 2010. Some researchers have projected that the production will hit 20,000 MT/y, representing 10% of total production and valued at USD 22.5 million over the next 5 years.

I learnt that there should be a strong drive for SEKU to link and have strong partnerships with the commercial industries and partners not just in aquaculture and IWRM, but also in all other programmes as well.

Training management skills

By Victor Volkers, trainer Q-Point BV.



Exercise to test innovation of the group with an orange.



Exercise for cooperation and division of roles.



The participants of the training has to work hard.



Practice feedback exercise.



Elizabeth Mbithi, participant of the training.

Reaction of one of the participants of the training management skills.

Elizabeth Mbithi wrote an e-mail to trainer Victor Volkers:

"It is with heartfelt appreciation that I write this email to you, just to inform you of my progress after the training we (SEKU, KENYA) had under your facilitation.

I must say that I have undergone a lot of improvement especially in my field of interacting with both staff and the students as I feel I effectively communicate with them and a common understanding is reached every time. The defense I was used to applying every time I am faced with 'accusations' 'blames' if deadlines are missed or similar scenarios are now shed hence more healthier relations with people around me.

Nowadays I am delighted in giving and receiving both positive and negative feedback as appropriate, something your training helped me achieve.

Surely this is one life you really impacted on positively."

Training quality management and internal auditing

By Sebastiaan Hetterschijt, trainer Q-Point.



From 28th of July until 1st of August 2014 Sebastiaan Hetterschijt went to Kenya for a training. During the training he trained 20 persons SEKU staff

on quality management and internal auditing, so an internal audit team could carried out their work.



Entrance of the university.

During the mission the following activities were carried out:

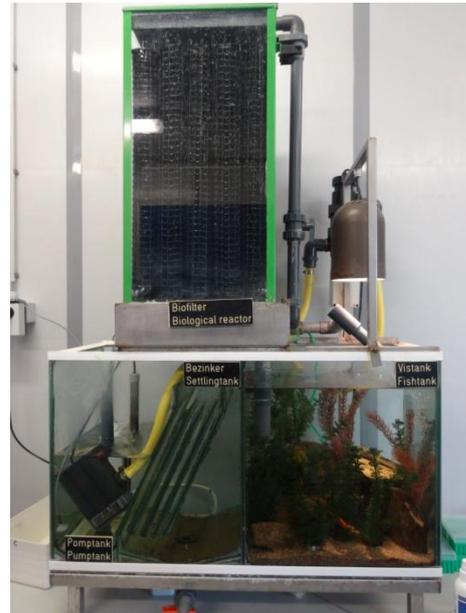
- Assessment of the SEKU QMS and development of action plan;
- On the job training and coaching of staff on QMS implementation;
- SEKU staff members trained on internal auditing, train the trainer elements in it;
- Current QMS SEKU is assessed by external, deliver an report on this;
- Audit planning for the whole QMS from SEKU;

- Introduction and preparation ISO 9001:2008.



Training of 20 persons SEKU staff.

Visit of aquaculture laboratories at Wageningen University



An employee of Wageningen UR explains about the closed system for fish farming with bacteria that clean polluted water. Wageningen UR examine the possibilities to undertake sustainable and profitable aquaculture. The visitors of SEKU were very interested.

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Partners



Q-Point BV
The Netherlands



Delft University of Technology
The Netherlands



Gent University
Belgium



SAS Consultancy
The Netherlands



Egerton University
Kenya

Requesting organisation



South Eastern University College
SEUCO Kenya

Donor



This project is financed by MINBUZA through EP-Nuffic (Netherlands organization by international cooperation in higher education).

Colophon

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