



COUNTY GOVERNMENT OF WEST POKOT COUNTY

Vocational Training Centres (VTCs)



Figure 1: 1st Joint Graduation ceremony on 8th August 2018 at Kapenguria VTC

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ACRONYMS

ABTC	Appropriate Building Technology Centres
BOG	Board of Governors
BOM	Board of Management
CBET	Competence Based Education and Training
CDF	Constituency Development Fund
FDCM	Formula Development and Construction Management
FY	Financial Year
ICT	Information Communication and Technology
KNEC	Kenya National Examinations Council.
K-YES	Kenya Youth Employment and Skills program
MVM	Motor Vehicle Mechanics
NITA	National Industrial Training Authority
SVTCGs	Subsidized Vocational Training Centre Grants
TTI	Technical Training Institute
TVETA	Technical and Vocational Education and Training Authority
USAID	U.S. Agency for International Development
VTC	Vocational Training Centres
NGAAF	National Government Affirmative Action Fund
C&J	Carpentry and Joinery

1.0 INTRODUCTION

Education and Technical Training department is composed of three sub-sectors: Early childhood Development Education, Administration, Vocational Education and training. The mandate for the department is to provide, promote, and coordinate pre-primary education and vocational training while embracing technology to build individuals into competent and responsible citizens.

Technical and Vocational Education supports development through producing middle level workforce that are needed to drive the economy forward, through impacting of new skills to youth to create sustainable opportunities. Village polytechnics, home craft centres are devolved functions as outlined in Fourth Schedule of the constitution. Since devolution, the County Government invested in human resource and infrastructure of Vocational Training centres to support its operation. The Monitoring and Evaluation Unit conducted field assessments of County public Vocational Technical Training centres, to assess their progress, challenges and provide recommendations to improve service delivery.

2.0 METHODOLOGY USED

The process was a participatory exercise which involved officers from the Department of Education and Technical Training and Monitoring and Evaluation Unit. During assessment the following methodology was used:

1. There was an entry planning meeting with the Education and Technical Training management team.
2. Desk review of relevant administrative data.
3. Discussion and interview with senior management and staff of the department.
4. Administering questionnaires with institution managers.
5. Observations, note taking, photographs, taking GPS coordinates.
6. ODK was used in data collection.

3.0 KEY FINDINGS

This section outlines the overview of Vocational Training Centres with detailed data per institution on trainee enrolment, staff establishment, courses offered, fees, projects/programmes implementations, areas of priorities, challenges faced by the institution and the recommendations.

3.1 Overview of Vocational Training Centres

a) Vocational training centre in the County

West Pokot County has 6 operational public Vocational Training Centres which include; Kapenguria, Chepareria, Ortum, Sina, Sigor and Kodich .The new VTCs Alale and Chepolet are at completion stage.

Tamugh Vocational training centres is in the process of registering as public institution after the community and Catholic Diocese of Kitale agreed to surrender it to the County Government. The County has six operational private vocational training centre which include; Mercy Vocational Training centre, Tamugh, Muino, St.Joseph Kabichbich, Jitokeze Africa and Pazuri Training centre.

b) Achievements in Vocational Education and training

- i. Supported training of 60 youth drivers at Kodich VTCs April 2020.
- ii. Bursary allocation of Ksh 10,000 to all trainees in 2018.
- iii. The six youth polytechnics were rebranded to vocational training centre.
- iv. Held 1st Joint Graduation ceremony on 8th August 2018 at Kapenguria VTC and business startup kits issued to 128 graduates.
- v. Held successful inter-VTCs ball games in 2019 to Promote awareness vocational skills training through ball games.
- vi. Renovated classrooms and workshops at Kapenguria, Cheparerria, Ortum, Sina and Sigor VTC.
- vii. Recruitment of 44 instructors deployed across the six VTCs.
- viii. Construction of girls' hostel at Sina VTC.
- ix. Partnership with USAID K-YES(2017-2020) which supported Kodich, Sina and Sigor with examination fees, training of instructors, development of strategic plan and modern

equipment/machines. They also donated vehicle land cruiser KCG 227L to technical division. They also supported launch of K-YES compact at Mtelo hall in November 2019 which brought all stakeholders under vocational education.



Figure 2:Chepareria VTC workshop(C&J) After Renovation



Figure3: Chepareria VTC workshop(C&J) Before renovation



Figure 4:Presentation of digital driving licence at Kodich



Figure 5:H.E the Governor flagging final sport games and competition at Makutano Stadium 2019

c) Vocational Training bill 2017

The vocational Training bill prepared 2017 which outlines establishment, management, registration, administration, and financial provision of VTCs. The bill is at the county assembly awaiting enactment.

3.2 Funding to Vocational Training Centre

This section indicates funding allocation to public VTCs from both the County and grants.

Table 1: Funding allocation to vocational training centres

Funding/FY	FY 2017-2018	FY 2018-2019	FY 2019-2020	FY 2020-2021	Total
COUNTY ALLOCATION					
Recurrent	11,166,000.00	4,011,950	1,375,680	1,305,408.00	
Development				17,749,894.00	
Total County Allocation	11,166,000.00	4,011,950.00	1,375,680.00	19,055,302.00	35,608,932.00
GRANTS					
Capitation to VTCs				17,749,894	
Purchase of Equipment, Tools and Materials for Training		13,000,000.00			
Development of Youth Polytechnics	32,549,071.00	20,583,015.00	25,900,000.00		
Total grants	32,549,071.00	33,583,015.00	25,900,000.00	17,749,894.00	109,781,980.00
Grand total	43,715,071.00	37,594,965.00	27,275,680.00	36,805,196.00	145,390,912.00

From the table above, for the last four financial years the County Vocational training centres received a total of Ksh 145,390,912.00 of which County Government allocation was Ksh 35,608,932.00 which represents 24.49 percent of total funding received while funding received from grants was Ksh 109,781,980.00 representing 75.51 percent of the total funding received within the period. From above analysis major support to County Vocational Training operation came from grants. To sustain VTC operations there is need to reduce dependency on grants.

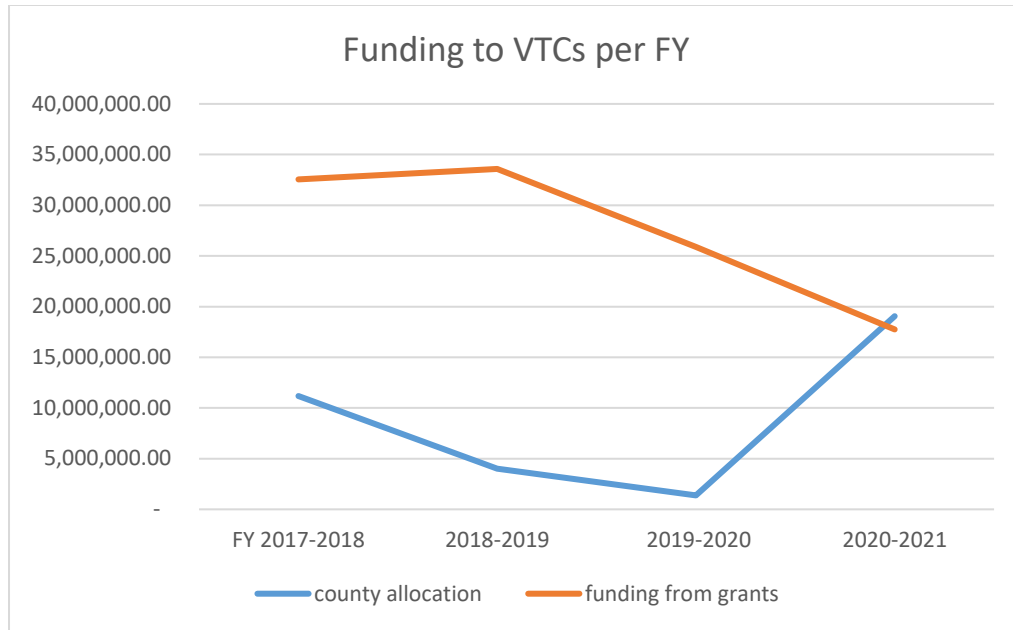


Figure 6: Chart showing funding to VTCs per FY

From above chart, funding trend from grants to VTCs have been steadily decreasing since FY 2018-2019, while County allocation was also on decreasing trend since FY 2017-2018 but, realized a sharp increase allocation in FY 2020-2021. For the last three FYs the County were not allocating funds for capitation in the public County Vocational Training Centres.

3.3 Enrolment

This section outlines enrolment trend for public VTCs from the year 2015 to 2020.

Table 2: VTC Enrolment in the County

Vocational centre	2015	2016	2017	2018	2019	2020
1. CHEPARERIA	65	68	152	236	263	286
2. ORTUM	83	100	70	120	201	230
3. SIGOR	92	58	50	139	211	199
4. SINA	20	17	32	96	132	125
5. KODICH	48	83	67	123	105	135
6. KAPENGURIA	223	179	187	150	211	215
TOTAL	531	505	558	864	1123	1190

The total County enrolment in 2015 was 531 trainees which increased to 1,190 trainees in the year 2020. The increase in enrolment is attributed to County and National Government support intervention through bursary, capitation grants and infrastructure.

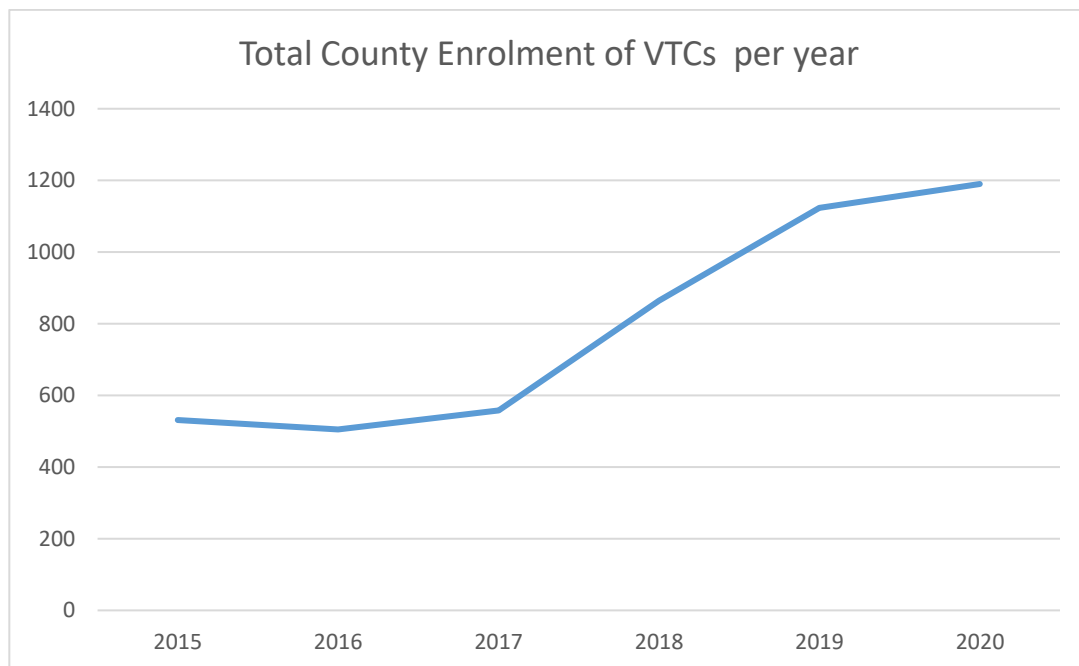


Figure 7: Enrolment trend of public VTCs in the County

From above graph, the County enrolment to Vocational Centres experienced declined in the year 2015 and started increasing in the year 2016. VTCs realized steady Enrolment growth from the year 2017 to 2019 after which slow enrolment growth continued to the year 2020.

3.4 Staff Establishments

This section indicates the staff establishment in each VTC with analysis of minimum required competencies for VTC instructors.

Table 3: VTC Staff establishment

Name of VTC	Support staff	Total instructors	Instructors with required competencies (Qualified)	Instructors without the required competencies
Kapenguria	9	20	6	14
Sina	3	6	3	3
Kodich	4	8	1	7
Chepareria	5	13	3	10
Ortum	7	9	2	7
Sigor	3	7	2	5
Total	31	63	17	46

The County public VTCs have a total of 31 support staff which comprise of cooks, watchman, secretary, ground man and accounts clerk. The County employed 44 new instructors and have a total of 63 instructors, of which 17 instructors are qualified with the required competencies, which represents 27 percent of the total instructors while 46 instructors have not met all the required competencies of an instructor in Vocational training centre, this represents 73 percent of the total instructors. The minimum qualification competencies for a polytechnic instructor are craft certificate and KTTC instructor II certificate or Diploma in Technical Education.

Guaranteeing access to quality vocational education will be greatly affected by the quality of instructors who will be producing graduates with skills required in the labour market.

3.5 Certification of VTCs

Kapenguria VTC is registered with TVETA and the other VTCs have been assessed awaiting feedback from TVETA. Kapenguria VTC is the only examination centre in the County. The following courses offered at Kapenguria VTC are registered with TVETA: Food and Beverage, Motor vehicle mechanics, Building technology (masonry), carpentry and joinery, Electrical and electronics, I.C.T, Fashion and Design and plumbing.

3.6 Examination

Vocational training centres exams conducted under National Industrial Training Authority (NITA) exam for 1st year grade III and Kenya National Examinations Council (KNEC) for 2nd year grade II and technical certificate level one. After trainees complete 2nd year they can pursue further technical training at TTI and National polytechnic's.

3.7 Fees Payments

The section outlines fees payment charged by county public VTCs for both category of boarders and day scholar trainees and the capitation grant per trainee.

Table 4: County VTCs fee payments

Name of VTC	Category	Total fees per year (Ksh)	Grants SVTCSG	Fee balance after grants (Ksh)
BOARDERS FEES				
Kapenguria	Boarders	40,400.00	15,000	25,400.00
Chepareria	Boarders	39,000.00	15,000	24,000.00
Sigor	Boarders	38,000.00	15,000	23,000.00
Ortum	Boarders	35,000.00	15,000	20,000.00
Kodich	Boarders	35,000.00	15,000	20,000.00
Sina	Boarders	30,600.00	15,000	15,600.00
DAYS SCHOLARS FEES				
Chepareria	Days scholars	32,000.00	15,000	17,000.00
Kapenguria	Days scholars	31,400.00	15,000	16,400.00
Sigor	Days scholars	31,000.00	15,000	16,000.00
Kodich	Days scholars	27,000.00	15,000	12,000.00
Sina	Days scholars	26,000.00	15,000	11,000.00
Ortum	Days scholars	25,000.00	15,000	10,000.00
FEES ARREARS IN THE INSTITUTION				Fees arrears in the institution (Ksh)
Ortum				4,321,000
Chepareria				4,392,000
Kapenguria				1,826,410
Sigor				3,693,200
Kodich				2,517,220
Sina				3,757,400
Total				20,507,230

The VTCs receives fees Subsidized Vocational Training Centre Grants of Ksh 15,000 capitation per trainee. The VTC fees charges vary depending on category of boarders and day scholars trainees. Days scholars fees charged per year after subsidy capitation ranges from Ksh 10,000 to Ksh 17,000.00 with Sina and Ortum charges the lowest fees of Ksh 10,000 and 11,000 respectively while Kapenguria and Chepareria charges highest of Ksh 16,400 and Ksh 17,000.00 respectively. On Boarders category fees ranges from Ksh 15,600 to Ksh 24,500.00 with Kodich and Sina charging the lowest while Chepareria and Kapenguria charges the highest of Ksh 24,000.00 and Ksh 25,400.00 Respectively.

Due to poor fees payment the VTC have accumulated a total of Ksh 20,507,230 fees arrears.

3.8 KAPENGURIA VTC

Kapenguria VTC formerly the Kapenguria home craft is located in West Pokot Sub-County, Kapenguria ward.

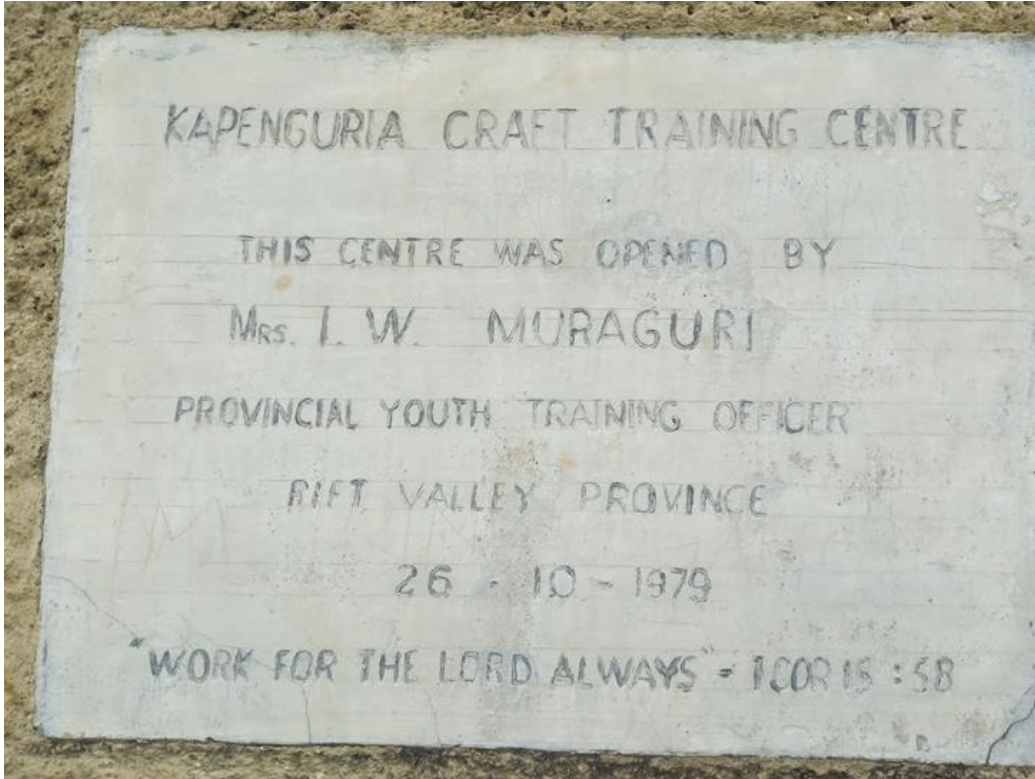


Figure 8: Opening of Kapenguria VTC in 1979

a) **Trainees Enrolments**

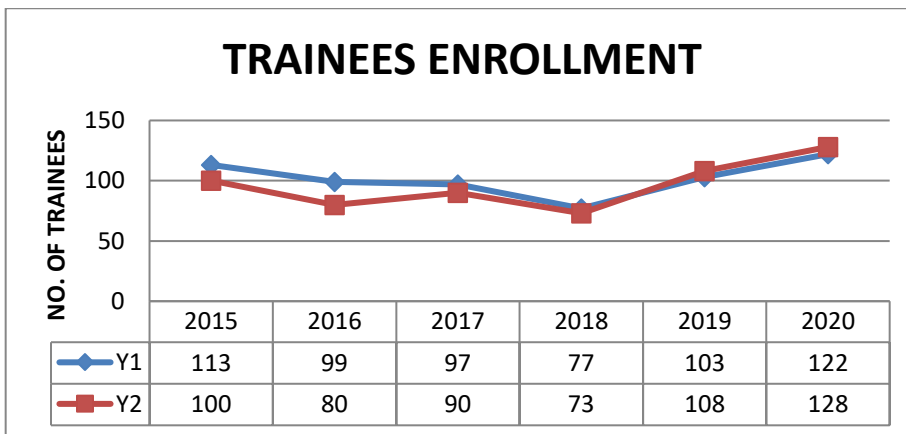


Figure 9: Kapenguria VTC enrolment

The enrolment trend for Kapenguria VTC decreased from 2015 to 2018 as from 2018 to 2020 the enrolment was steadily increasing. The institution is operating below its capacity of 500 trainees.

b) Staff Establishments

Table 5 Kapenguria VTC staff establishment

Trade area	No. of instructors			No. qualified
	M	F	T	
FDCM	0	2	2	1
Motor vehicle mechanic	4	0	4	1
Electrical	2	0	2	1
Hair dressing	0	3	3	0
Plumbing	2	0	2	2
Carpentry	1	0	1	0
Food and beverage	1	2	3	1
ICT	0	1	1	0
Building	2	0	2	0
Total	12	8	20	6

From the table above, Kapenguria VTC have a total of 20 instructors with 14 instructors not qualified and only six instructors are qualified with minimum qualification of craft certificate and KTTC instructor II certificate or diploma in Technical Education. The institution also have 9 support staff (Watchman 3 cooks 3, Accounts clerk, and Secretary and ground man). Apart from building and fashion, new courses with high demand include electrical, hairdressing, food and beverage. The institution have equipment for welding and agribusiness but they don't have instructor.

c) Fees Payments

Table 6: Kapenguria VTC fees payments

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other	Fee balance
FDCM	16,400	121,000	15,000	10,000	260,130
Motor vehicle mechanic	16,400	28,000	15,000		123,600
Electrical	16,400	132,400	15,000		551,200
Hair dressing	16,400	14,000	15,000	10,000	73,400
Plumbing	16,400	27,000	15,000		283,340
Carpentry	16,400	25,000	15,000		64,100
Food and beverage	16,400	53,500	15,000	10,000	295,400
ICT	16,400	31,000	15,000		40,300
Building	16,400	104,100	15,000	8,000	134,940
Total					1,826,410

d) **Staff houses**- 5 semi-permanent and 3 permanent

e) **Land size** -15 acres, the institution don't have title deed, they only have allotment letter.

f) **Water source** -they have their own source of water within their land.

g) Project implementation status

There is on-going construction of multi-purpose hall at finishing stages of plastering, windows, glasses and electrification

h) Priority areas for the institution

- Construct two twin Workshop blocks.
- Construct 3 Modern toilets.
- Employment of 7 qualified teachers.
- Construction of Motor vehicle serving yard.
- Leveling of the playground /landscaping of the institution ground.
- Improvement of water supply.
- Construction of Administration block.

i) Tools/equipment

Table 7: Tools and equipment required by Kapenguria VTC

Trade Area	Tools not available
Hairdressing department	Stove tong set, Flat iron, Hair steamer, Massage bed and Smoother.
Motor vehicle mechanics	Live complete petrol vehicle, Live complete diesel vehicle, Glowler machine, Complete gas welding kit and Electric grinding machine

Plumbing and pipe fitting	Hydraulic pipe bending machine, Electrical pipe threading machine, Pipe wrench 12 inches, York pipe vices, Chain vices and Pump pliers
Fashion design and garment making	Overlock machine (industrial), Industrial button holding machine, Electrical cutting machine, Ironing boards, Steam iron box, Industrial embroidery machine and Button attachment machine



Figure 10: Kapenguria Multi-social hall



Figure 11: Roofing of multipurpose hall



Figure 12: Motor Vehicle donated by manager Kapenguria VTC for trainees practical



Figure 13: Workshop Kapenguria VTC



Figure 14: Hand washing stands innovation by Kapenguria VTC to fight COVID-19



Figure 15: Graduates gifted with "a starter kit" of tools during 1st Joint Graduation ceremony on 8th August 2018 at Kapenguria VTC

j) Challenges

- Trainee retention affected by low qualification of teachers.
- Poor fees payment.
- Lack of qualified instructors for ICT, Hairdressing and Building.
- Low and delayed salaries for non-teaching staff due to poor fees payment.
- Insecurity from intruders due to porous fencing.
- Inadequate modern equipment.
- Inadequate of classrooms for plumbing, hairdressing and beauty therapy.
- Inadequate office space for staff.
- Inadequate Toilets for trainees.
- Inadequate desks and chairs.

k) Recommendations

- County government, to enhance bursaries allocation to needy trainees especially orphans and those from needy families.
- County Government to assist in employing non-teaching staff.
- Strengthen community sensitization to have positive attitude towards vocational training centres.
- Support fencing the institution with chain link or permanent wall to improve on the security.
- Support infrastructure building of more classrooms.
- Allocate funds to purchase funds to purchase modern equipment's in motor vehicle and electrical department.

3.9 CHEPARERIA VTC

Chepareria vocational training centre is located in Pokot South sub-County.

a) Trainees Enrolments

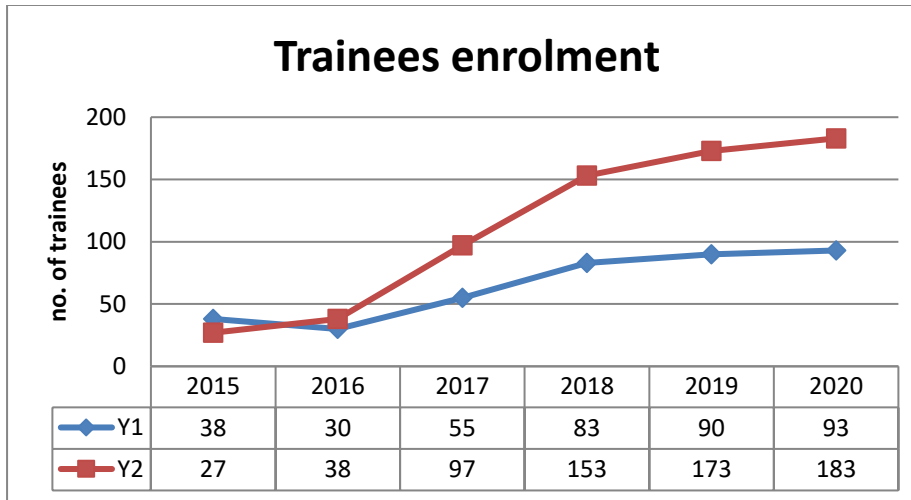


Figure 16: Chepareria VTC enrolment

According to the data collected for trainee's enrolments, it indicates that the number of trainees enrolled has increased throughout the year except for 2016 which had a slight drop. It is also noted that the trainees for year two have surpassed the newly enrolled trainees by almost half.

b) Staff establishment

Table 8: Chepareria VTC staff establishment

Trade area	No. of instructors			No. qualified
	M	F	T	
FASHION and DESIGN	1	4	5	0
HAIR DRESSING and B.T	0	1	1	0
ICT	0	1	1	1
MASONARY	1	0	1	0
CARPENTRY and JOINERY	1	0	1	0
MOTOR VEHICLE	2	0	2	1
FOOD and BEVARAGE	0	2	2	1
KNITTING	0	0	0	0
Total	5	8	13	3

From the table above, the institution offers eight (8) trade areas with a total of 13 instructors. Only 3 instructors are qualified. Those trade areas without qualified instructors are; Fashion and design, hairdressing and BT, Masonry, Carpentry and joinery and knitting. There is need to employ instructors in the following field; masonry, Carpentry, welding, electricity and plumbing. There is also need to employ Secretary, accounts clerk and storekeeper with secretariat studies, accountancy and store management respectively.

c) Fees per year

The courses offered at the institutions require fees per trainee of KES 24,000. Each trainee gets 15,000 shillings from SVTCSG grants to support their fees. During the date of visit the institution has fees arrears of 4,392,000 Kenya shillings left by the trainees. The fees arrears of term one 2021 was 1, 227, 00 Kenya shillings for 183 trainees.

d) Project implementation

During the period the institution received 1.9M grants for the renovation of carpentry and joinery and kitchen, where they replaced roofs, plastered walls, constructed pavements, installed doors and windows, performed wiring and paintings. The project is complete except the kitchen and in use. The institution also rehabilitated male and female hostels. They received 1.5M shillings. They replaced the roof, plastering of walls, veranda, pavement, doors, windows and paintings.

e) Priority areas for the institution

- Construct Twin workshop for motor vehicle mechanic,
- Construct Twin classroom for theory.
- Construct Administration block.
- Construct modern toilet (3 females, males and staffs),
- Renovation of food and beverage workshop.
- Renovation of motor vehicle workshop.
- Construct Modern kitchen,
- Fencing round the school compound.
- Construction of library. (none exists),
- Construction of female hostel.
- Renovation of staff houses.
- Equipping of food and beverage departments.
- Connection of internet to ICT.
- Equipping of fashion and design department with tools equipment to increase number of trainees.
- Equipping of knitting department and carpentry and joinery.

- Purchase of beds especially for males hostels.
- Equipping of the kitchen with modern Jiko and Purchase of 4 water tanks for water storage (10,000 liters each).

f) Tools/equipment

Table 9: Equipment required by Chepareria VTC

CARPENTRY and JOINERY		ICT		FASHION and DESIGN		FOOD AND BEVERAGE PRODUCTION/SERVICE	
ITEMS SPECIFICATIONS	QTY	ITEMS SPECIFICATIONS	QTY	ITEMS SPECIFICATIONS	QTY	ITEMS SPECIFICATIONS	QUANTITIES
Jack plane	20	Computer toll kit	12	Cutting machine	20	Buckers	20
Smoothing planes	20	Desktop computer	12	Industrial straight stitch machine	20	Measuring equipment	20
Trying planes	5	LCD projector	1	Industrial straight zigzag machine	20	Volumeter	10
Compas planes	5	Printers	2	Tool kit for sewing machine repair	4 sets	Lactometer	10
Block planes	5	Modem	1	Knitting machine	5	Thermometer	20
Rebate planes	5	Laptop	2			Electric mixers	5
Plough planes	5					Blenders	5
Bull nose planes	5					Butcher's knife	20
Router planes	5					Butcher's steel	20
Hand saws	5					Kitchen fork (cook fork)	20
Cross cut saw	10					Nut cracker	20
Rip saw	10					Aprons	40
Tenone saw	20					Weighing balance	4
Steel tapes (3m)	20					Knives/choppers	20
Marking gauge	20					Food packaging materials (glass, metal, plastics, paper)	20
Mortise gauge	20					Weighing scale	5
Drawing instrument sets	20					Food processing machine	5
Drawing boards	20					Heavy duty cooker	5
Basic upholstery tools	5 sets					Compressors	5
						Alpha/steam boilers	5
						Generators	5
						Boilers	5
						Cold rooms	5
						Storage cabinets	5
						Refrigerators	5
						Deep freezers	4
						Popcorn maker	5
						Food mixer	5
						Juice extractor	5
						Pasta maker	1
						Soya maker	1
						Heavy duty oven	5

g) Achievements

- Marketing that led to the increase in trainee enrolment from (152-182),
- School rebranding was done successfully.
- Renovation of female and male hostels.
- Renovation of carpentry and joinery department.
- Installation of window glasses in fashion and design departments.
- On-going renovation in administration block food and beverages department.
- On-going building of Appropriate Building Technology (ABTC) centre at the institution.
- Introduction of new courses at the institution i.e. food and beverages, knitting, motor vehicle mechanic and ICT.
- Construction of masonry shade.
- Employment of more instructors by the county government has boosted the school manpower and trainees.
- Successful registration of the institution as an examination centre for both KNEC and NITA exams and
- Installation of solar powered borehole by China aid has consistent supply of water to the institution.

h) Challenges

- Destruction of the school fence during the construction of Chepareria-Propoi road
- High school drop-out rates due to fees payment difficulty.
- COVID-19 that interfered with the school calendar.
- Limited community awareness on importance of skilled trainees from VTCs leading to poor fees payment.
- Inadequate qualified trainers, leading to non-licensing of most courses by TVETA
- Inadequate funding to VTCs to improve its infrastructure.
- Lack of considerations of County bursary to VTCs trainees in 2018, 2019 and 2020.
- Low budget allocation by the County to VTCs with low consideration to equipping. (*Equipping VTCs with tools and equipment is more expensive than building the physical structures*)
- Lack of training of instructors on the new CBET curriculum that is being rolled out.

- Weak linkage between VTCs and the labor market as well as trainee attachment due to lack of budget and policy development.
- Failure to decentralize TVETA offices to counties leading to gaps in information flow about the TVETA Act 2013 guides on development of VTCs.
- Inadequate and delayed salaries for BOG staff.

i) **Recommendation**

- Increase in budgetary allocations for both development and equipping of VTCs with tools and equipment
- Continuous training/staff development to meet TVETA Act 2013 Guideline.
- Employment of trainees with at least craft certificate and above
- Carry out aggressive marketing campaign to increase trainee enrolment
- Provide County bursary to trainees in all VTCs
- Support the payment of examination fee for all trainees due to the fact the examination fees is expensive between 5,000 and 10,000 per course.
- All BOG employed instructors and support staff should be considered for employment on either permanent or contract basis by the County Government to remove the burdens of their salary payment.
- Timely disbursements of SVTCGS grants to VTCs to enable them purchase tools, equipment and material for training.
- County Government to provide VTCs with hand washing water tanks as part of the fight against COVID-19 pandemic
- County government to support process title deeds for all VTCs to avoid land grabbing in the future.
- The department of technical education to support and guide preparation of strategic plans so that it can provide strategic direction for all VTCs



Figure 17: Rehabilitation of male and female hostel at Chepareria VTC



Figure 18: Carpentry and Joinery department Chepareria VTC

3.10 ORTUM VTC

Ortum VTC is located in Batei ward, Pokot South constituency. It is one of the oldest institution in the County.

a) Trainees Enrolments

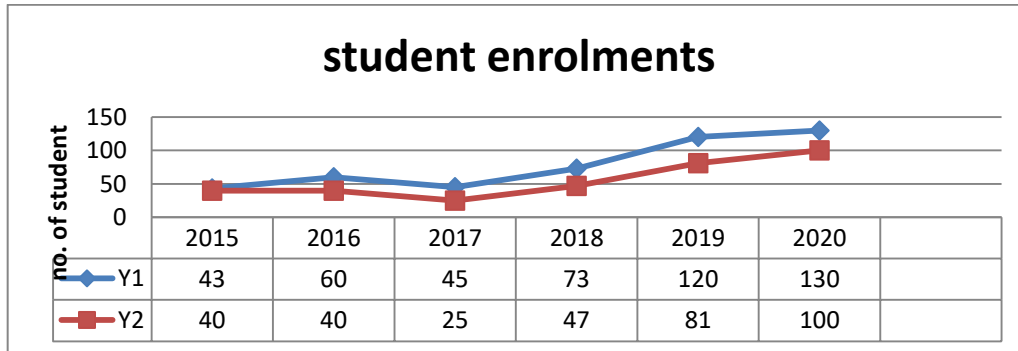


Figure 19: Ortum VTC enrolment

The enrolment rate of the institution is increasing steadily from 2015 to 2020, except 2017 which had a drop of both year one and two. Generally, the trend of the enrolment rate of this institution is steadily increasing although the number of enrolment is still low.

b) Staff establishment

Table 10: Ortum VTC staff establishment

Trade area	No. of instructors			No. qualified
	M	F	T	
Garment Making	0	2	2	1
Masonry	2	0	2	1
Carpentry and Joinery	0	0	0	0
Leather work	2	0	2	0
Motor vehicle mechanics	1	0	1	0
Hair dressing and Beauty Therapy	0	1	1	0
Information and Communication Technology I.C.T	1	0	1	0
TOTAL	6	3	9	2

The institution offers seven trade areas. They have nine (9) instructors; only two (2) are qualified. Only garment making and masonry have qualified instructors.

c) Fees per year

Table 11: Ortum VTC fees payment

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other	Fee balance
Garment making	2,100,000	60,000	900,000		1,140,000
Mason	1,050,000	35,000	450,000		565,000
Carpentry	735,000	55,000	315,000		365,000
Leatherwork	1,330,000	38,000	570,000		722,000
MVM	490,000	45,000	210,000		235,000
H/Dressing	1,225,000	28,000	525,000		672,000
ICT	1,120,000	18,000	480,000		622,000
Total					4,321,000

d) Project implementation

Project name	Key activities	Amount received	Funding source	Project status	Remarks
DINING HALL	Completion	Kshs. 4,000,000	County Government of West Pokot	Complete	Facility is in use
TWIN WORKSHOP	Renovation	Kshs. 2,300,000	County Government of West Pokot	Complete	Facility is in use

e) Priority areas for infrastructure development

- Construct 2 Dormitories.
- Construct 2 Classrooms.
- Fencing of school land and
- Construction of Administration block.

f) Tools/equipment

Table: 12 Equipment required by Ortum VTC

No.	Trade area	Tools and Equipment required
1.	Garment making	Electric sewing machines overlock machines. Tie and Die machines, knitting machine
2.	Mason	Terrazzo Grinder concrete mixer, roller vibrator and interlocking brick molder
3.	Carpentry	Wood cutting band saw - LIDA
4.	Leatherwork	Mimosa, Ammonium and Sodium sulphate
5.	MVM	Gas cylinder for arc welding, life engine/vehicle
6.	H/Dressing	Solar heater, steamer
7.	ICT	Laptops (10), printer

g) Achievements

- Employment of instructors by County Government.
- Increased enrollment.
- Effective BOG members.

h) Challenges

- Encroachment of school land has negatively affected VTC.
- Inadequate learning facilities due to increased enrolment.
- Low fees collection.
- Absenteeism of trainees.

i) Recommendation

- Consider bursaries allocation to VTC Trainees.
- Enhance public sensitization on VTCs programs.
- Unqualified instructors should further their studies to meet the qualifications required for instructors.
- Encourage joint activities among VTCs e.g. sports and games.

3.11 SIGOR VTC

Sigor VTC is located in WeiWei ward in Sigor constituency.

a) Trainee enrolment

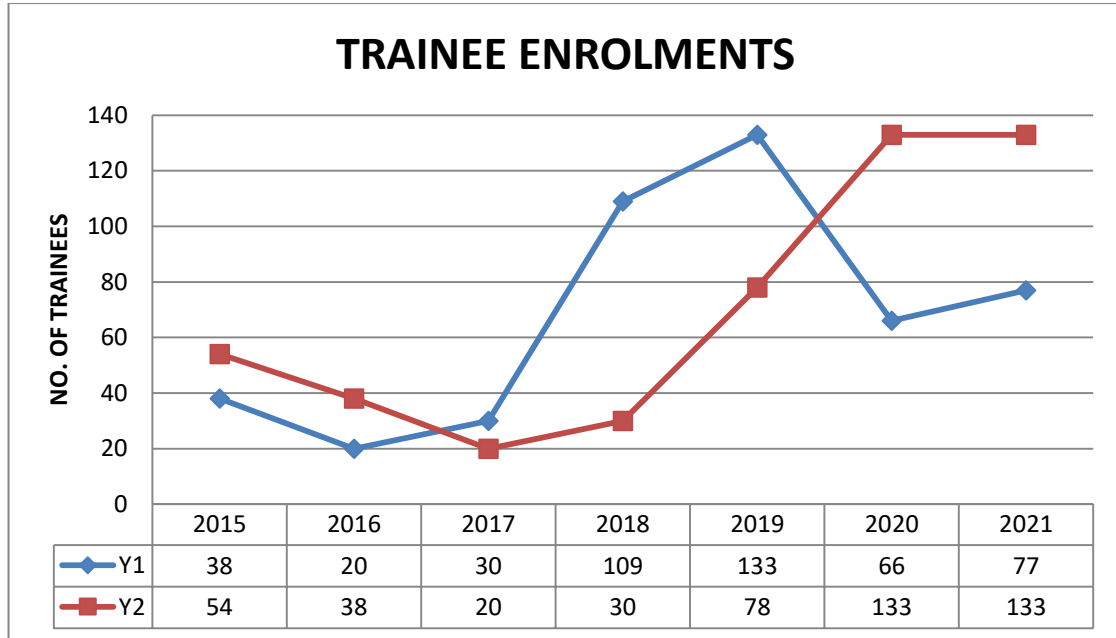


Figure 20: Sigor VTC enrolment

Generally, there is an increment of enrolment rate of trainees for both year one and two. There was a drop in enrolment rate of trainees in 2016 and 2017 but increased rapidly in the year 2018 and 2019 consecutively but dropped slightly in the year 2020 and 2021.

b) Staff establishment

Table 13: Sigor VTC staff establishment

Trade area	No. of instructors			No. qualified
	M	F	T	
Masonry	1	0	1	1
Plumbing	1	0	1	1
Carpentry	1	0	1	0
Tailoring and dressmaking	0	2	2	0
Electrical installation	1	0	1	0
TOTAL	4	2	6	2

Sigor VTC has 6 instructors with only 2 who are qualified, with one instructor employed under board of management.

c) Fees per year

Table 14: Sigor VTC fees payment

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other (CDF bursary)	Fee balance
Masonry and Carpentry	3,145,000	60,500	1,080,000	115,000	1,889,500
Tailoring and Dressmaking	2,331,000	51,300	756,000	100,000	1,423,700
Electrical	370,000	10,000	162,000	15,000	183,000
Plumbing	370,000	6,000	162,000	5,000	197,000
TOTAL	6,216,000	127,800	2,160,000	235,000	3,693,200

d) Project implementation

Project name	Key activities	Amount received	Funding source	Project status	Remarks
Twin workshop block AY		5.3 Million	County Government	80% complete	

e) Priority areas for infrastructure development

- Purchase of 4 water tanks (10,000 litres), gutter fittings for rainwater harvesting.
- Purchase 50 metal beds for boarding trainees.
- Construct One Dormitory block for female trainees.
- Completion of two twin workshop blocks to meet workshops and classrooms requirements
- Construction of one modern kitchen and dining hall.

f) Tools/equipment required

Table 15: Equipment required by Sigor VTC

Trade	Tools required	Quantity	Approximate cost	
			Rate(Ksh)	Amount(Ksh)
Carpentry	Wood lathe machine	1 No	90,000	90,000
	Band saw	1 No	60,000	60,000
	Jigsaw	2 No	15,000	30,000
	Circular wood saw	2 No	20,000	40,000
	Orbital wood sander	2 No	20,000	40,000
	Wood router	2 No	15,000	30,000
	Wood planer	2 No	15,000	30,000
	Electrical spray gun	2 No	15,000	30,000
	Power drill	2 No	15,000	30,000
Masonry	Concrete table vibrator	1 No	200,000	200,000
	Poker vibrator	2 No	50,000	100,000
	Plate compactor	2 No	85,000	170,000
Tailoring and Dressmaking	Knitting machine	2 No	150,000	300,000
	Embroidery sewing machine	2 No	35,000	70,000
	TOTAL (APPROX)			1,220,000

g) Achievements

- Increased trainees’ enrolment.
- Improved quality of training.
- Highly skilled and competent graduates.

h) Challenges

- Water access challenge in the institution compound.
- Chronic absenteeism when trainees are sent home for fees.
- Huge salary arrears to BOG employed staff (Kshs 320,000/=)
- Inadequate of beds for boarding trainees.
- Inadequate physical facilities i.e classrooms, females dormitory, kitchen and dining hall
- Inability of second year trainees to register for NITA grade 3 examinations (Kshs 5,000)

i) Recommendation

- Support purchase of water tanks and gutters for rainwater harvesting.
- Drill a borehole in the institution solve water problem.

- The department of Education and Technical Training should allocate capitation of at least Kshs 6,000 to each trainee to support subsidized feeding programme. This will result in increased retention and completion rates for needy trainees.
- All BOG staff should be employed on either permanent or contract basis by the County Government to remove the burden of their salary payment.
- Support equipping of the institution with tools required for learning and also beds for boarding trainees.
- Need to allocate more funds to complete two twin workshops.
- The department of Education and Technical Training should support second year's trainees to register for NITA grade 3 examinations which costs Kshs 5,000 per trade.

3.12 SINA VTC



Figure 21: Sina VTC

a) Trainee enrolment

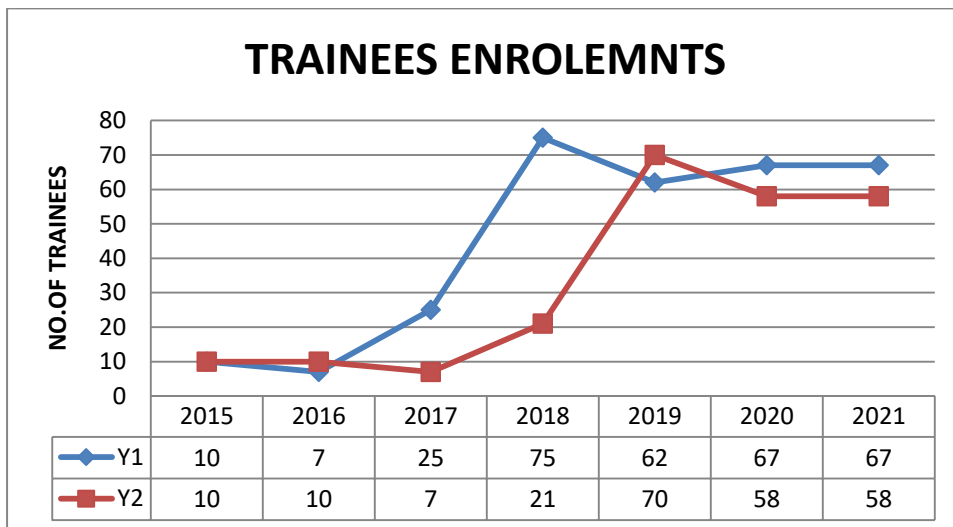


Figure 22: Sina VTC enrolment

The trainee enrolment realized a sharp increase from 2017 up to 2019 and remained steadily constant up to current 2021 enrolment.

b) Staff establishment

Table 16: Sina VTC staff establishment

Trade area	No of instructors			No qualified
Masonry	1	0	1	1
Carpentry	2	0	2	1
Tailoring and dressmaking	1	2	3	1
TOTAL	4	2	6	3

Sina VTC offers four trade areas, Masonry, Carpentry, Tailoring and dressmaking. The institution has 6 instructors with 3 qualified instructors. The facility has a welding machine but they don't have an instructor for welding. The VTC has 3 support staff (1 watchman and 2 cooks)

c) Fees per year

Table 17: Sina VTC fee payment

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other (CDF)	Fee balance
Masonry and Carpentry	1,744,200	45,500	-	5,000	1,693,700
Tailoring and Dressmaking	2,111,400	26,700	-	21,000	2,063,700
TOTAL	3,855,600	72,200	-	26,000	3,757,400

d) Infrastructure in the school

- Have 3 twin workshop-need ceiling, windows, floor repair and wiring
- Two classes with one office.
- One females hostel (males sleeping in the classroom)
- Two semi-permanent teachers' houses.
- Toilets: 4 door for males, 2 door for females and 4 door for teachers

Land size –approximate 12 acres, the institution do not have a title deed.

Water-No water supply in the facility, they get water assistance from nearby secondary school

e) Support from USAID

Sina VTC received one million shillings support from USAID K-YES program which supported preparation of 5 years strategic plan, staff exposure tour to Gilgil VTC, also used to purchase 10 electricity powered tailoring and dress making machines and one multi-purpose rander.

f) Project implementation

Project name	Key activities	Amount received	Funding source	Project status	Remarks
Females hostel		1,253,183	County Government	76 % complete	

g) List priority areas for infrastructure development

- Gravity water supply to the institution
- Construction of staff houses.
- Purchase Four 10,000 litres water tanks and Gutter fittings for rainwater harvesting.
- Construction of additional toilet for trainees.
- Completion of two twin workshop blocks.
- Construction of one modern kitchen and dining hall.
- Construction of modern administration block
- Support process title deed for the institution.

h) Tools/equipment

Table 18: Equipment required by Sina VTC

Trade	Tools required	Quantity	Approximate cost
Carpentry	Power saw	1	90,000
	Circular and saw	1	60,000
	Jig saw	1	60,000
Tailoring and Dressmaking	Knitting machine	2	300,000

i) Achievements

- Increased trainees' enrolment from 6 in 2017 to 124 trainees in 2021.
- Increase course trade area from one to four trade areas.
- Held alumni meetings
- Connected 3 phase power in the institution.
- Practiced agribusiness (maize, vegetable, potato, dairy cow) to support school feeding
- Being a centre of excellence in carpentry department.
- Developed draft 5 years strategic plan.

j) Challenges

- Most trainees admit themselves hence find difficult to pay fees.
- Public stigmatization perception of VTC courses for failures.
- Delay in disbursement of funds.

- No playing field.
- Water access challenge the institution.
- Absenteeism when trainees are sent home for fees. Large number don't come back again
- Huge salary arrears to BOG employed staff (Kshs 276,000/=)
- Inadequate physical facilities ie. classrooms, girl's dormitory, Kitchen and dining hall
- Inability of second year trainees to register for NITA grade 3 examinations (Kshs 5,000)
- Loose soil challenge which lead to 3 toilet sinking.

k) Recommendation

- Support public sensitization on importance of VTC programmes to improve their perception.
- Support water supply to the institution.
- Level playground for institution.
- Need to allocate capitation grants to support subsidized feeding programmes.
- Consider all BOG and support staff for employment by County Government.
- Support purchase of learning equipment's.
- Completion of the 2 twin workshops.
- Support second years trainees to register for NITA grade 3 examinations (Kshs 5,000 per trade)
- Regular sensitization workshops, advertisement and publicity of the VTCs.



Figure 23: support equipment from USAID K-YES program



Figure 24: classroom used as males dormitory



Figure 25: Twin workshop (which needs ceiling and wiring)



Figure 26: Welding Machine (no instructor)



Figure 27: Females bathroom



Figure 28: Females bathroom from inside

3.13 KODICH VTC

Kodich is located in Kodich ward, Kacheliba constituency.

a) Trainee enrolment

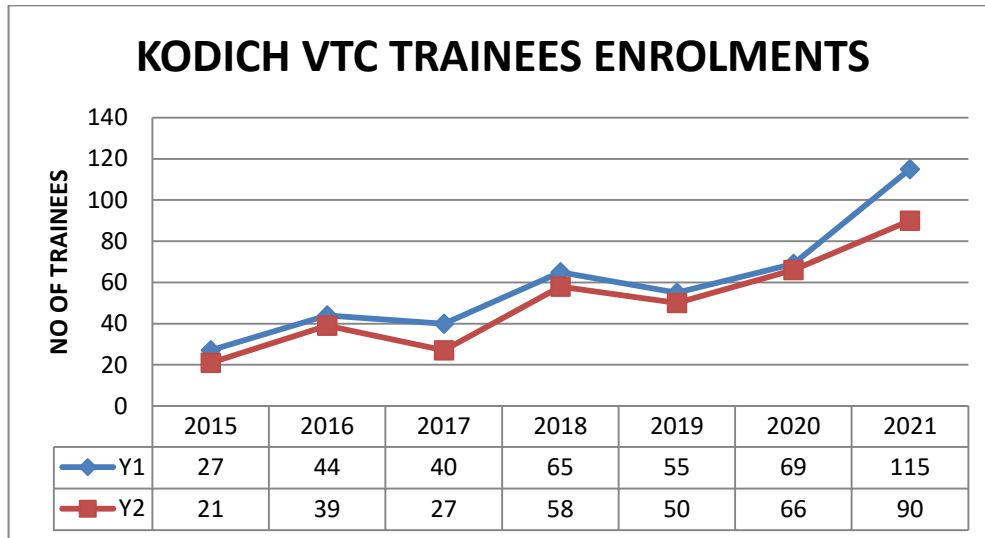


Figure 29: Kodich VTC enrolment

The school enrolment has been on gradual increment, experiencing sharp increase in the year 2021.

b) Staff establishment

Table 19: Kodich VTC Staff establishment

Trade area	No. of instructors			No. qualified
	M	F	T	
MASONRY	2	0	2	1
CARPENTRY	1	0	1	0
TAILORING	0	1	1	0
DRESS MAKING	0	1	1	0
	1	0	1	0
TOTAL	4	2	6	1

The institution offers 6 trade areas which are Masonry, Carpentry, Tailoring, dress making, hairdressing and ICT. They have only one qualified instructor for Masonry. They have also recruited two BOM instructors for ICT and Hair dressing.

c) Fees per year

Table 20: Kodich fees payment

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other (CDF bursary)	Fee balance
Masonry and Carpentry	1,855,000	24,000	795,000	29,000	1,007,000
Tailoring and Dressmaking	2,485,000	82,780	1,065,000	30,000	1,307,220
Welding and fabrication	385,000	11,000	165,000	6,000	203,000
TOTAL	4,725,000	117,780	2,025,000	65,000	2,517,220

d) Project implementation status

Project name	Key activities	Amount received	Funding source	Project status	Remarks
Twin workshop block B		2.8 Million	County Government	80% complete	

e) Tools/equipment

Table 21: Equipment required by Kodich VTC

Trade	Tools required	Quantity	Approximate cost	
			Rate(Ksh)	Amount(Ksh)
Carpentry	Surface planner	1 No	90,000	90,000
	Electrical planner	1 No	45,000	50,000
	Moulding machine	1 No	80,000	80,000
	Circular wood saw	2 No	20,000	40,000
	Orbital wood sander	2 No	20,000	40,000
	Wood router	2 No	15,000	30,000
	Wood planer	2 No	15,000	30,000
	Electrical spray gun	2 No	15,000	30,000
	Power drill	2 No	15,000	30,000
Masonry	Concrete table vibrator	1 No	200,000	200,000
	Poker vibrator	2 No	50,000	100,000
	Plate compactor	2 No	85,000	170,000
Tailoring and Dressmaking	Knitting machine	2 No	150,000	300,000
	Embroidery sewing machine	2 No	35,000	70,000
	Sewing machines	15 No	22,000	330,000
Hairdressing	Drier	1 No	30,000	30,000
	Blow dry	2 No	5,000	10,000
	Sink	2 No	3000	9,000
	Conditioner	1 ctn	15,000	15,000
	Shampoo	2ctns	1500	3,000
	Darmies	5 pcs	3000	15,000
Welding and Fabrication	Welding machines	2	55,000	110,000
	TOTAL (APPROX.)			1,792,,000

f) Priority areas

S/NO	PARTICULARS	APPROXIMATE COST(Ksh)
1	Renovation of dining hall/Kitchen	2,500,000
2	Construction of four (4) toilets/ latrines	800,000
3	Demarcation and fencing of VTC land[500acres]	2,000,000
4	Renovations of administration offices[asbestos]	2,000,000
5	Completion of twin workshop block C	3,500,000
6	Construction of female dormitory	2,000,000
7	Drilling of borehole	1,500,000
	TOTAL	14,300,000

g) Achievements

- Increased enrolment witnessed this term alone 70 trainees reported.
- Driving skills training through partnership with Mantis driving school, World vision promised to support 20 trainees from Kasei ward.
- Completion of block A and B twin workshops.

h) Challenges

- Huge debt Ksh 530,750 with support staff Ksh 250,000 for ten months and suppliers Ksh 280,750 since the year.
- Poor fees payment in term one 2021 budget is 261,850 against fees collected ksh119,750.
- Water shortage caused by frequent breakages making trainees to travel four kilometers to fetch water at Chepangau borehole.
- High dropout due to marriage, pregnancies, nomadism's.
- Inadequate staff to enable offer courses that are in high need.
- In adequate classrooms/workshop.
- Second year's inability to pay NITA exam fees Ksh 5,000 per trade examination.

i) Recommendation

- Drill a borehole to solve water problems.
- The department of Education and Technical Training should allocate at least Kshs 10,000 to each trainee to support the subsidized feeding programme. This will result in increased retention and completion rates for needy trainees.

- All BOG staff should be employed on either permanent or contract basis by the County Government to remove the burden of their salary payment.
- The institution needs the support of tools equipping and beds for boarding trainees.
- Allocate more funds for completion of the 2 twin workshops.
- The department of Education and Technical Training should support second years trainees to register for NITA grade 3 examinations (Kshs5,000 per trade)

4.0 GENERAL CHALLENGES AND RECOMMENDATIONS

4.1 GENERAL CHALLENGES

- Inadequate County funding to Vocational Training Centres to support infrastructure and equipping.
- Low priority consideration funding to equipping of VTCs with tools and equipment.
- Startup kit implementation stopped due to lack of policy guideline.
- Inadequate instructors to enable offer all courses that are in high demand.
- Employment of unqualified instructors leading to non-licensing of most courses by TVETA.
- Inadequate modern equipment/tools for instructional learning.
- Inadequate physical facilities (classrooms/workshop females dormitory, kitchen and dining hall)
- Poor fees payment.
- COVID-19 outbreak has disrupted school calendar bringing uncertainty on term dates.
- Inadequate training of instructors in the new CBET curriculum that is being rolled out.
- Encroachment of institution land has negatively affected VTC and land ownership lacking title deeds.
- Inability of second year trainees to register for NITA grade 3 examinations (Kshs 5,000)
- Lack of consideration of County bursary to VTCs trainees in 2018, 2019 and 2020.
- Weak linkage between VTCs and the labor market as well as trainee attachment due to lack of budget and policy development.
- Water access problem in Kodich, Sina, Sigor and Ortum VTC
- Public stigmatization perception of VTC courses for failures.
- Lack of title deed for all the VTCs.

4.2 RECOMMENDATIONS

1) Funding to VTC.

- Enhance county development budgetary allocations to VTCs.
- County should consider capitation funding of at least Kshs 6,000 to VTC based on number of trainees to support subsidized feeding programme. This will result in increased retention and completion rates for needy trainees.
- Need for timely disbursements of SVTCGS grants to VTCS to enable them purchase tools, equipment and material for training.
- The department of Education and Technical Training should consider allocating funds to complete all on-going/stalled projects before initiating new ones.
- Support collaboration and linkages of VTC graduates with revolving funds youth, Uwezo, NGAAF, and women enterprise fund to support VTC graduates establish business opportunities.

2) Human Resource.

- Employment of qualified teachers and the department of vocational training to facilitate unqualified instructors to enroll for part time craft certificate courses.
- County to consider employing support staff from all VTC to remove the burdens of salary payment.
- Support continuous training of instructors in the new CBET curriculum that is being rolled out.

3) Physical facilities.

- Support purchase of modern equipment/tools for instructional learning.
- Support infrastructure building of modern workshops.

4) Negative Perception of VTCs.

- Enhance sensitization through local radios on importance of VTC skills and need for the community to have positive Perception of Vocational Training.
- Enhance marketing campaign for VTCs course to increase trainee enrolment.
- Rebrand unbranded VTCs to project a clear and positive image.

5) Access ,retention and enrolment in VTC

- County bursary committee need to consider needy VTC trainees for bursary allocation.

- Need for County affirmative action to support the payment of NITA grade 3 examination fee for all trainees to improve their access, retention and enrolment in VTC.

6) Course offered

- Need to establish County VTC Centres of Excellence for specific course specialization and run IGAs on area of excellence.
- Develop County skill inventory per course.

7) Land ownership

- County Lands, Housing, Physical Planning and Urban Development department to support all the VTCs in processing title deeds to secure the land from land grabbing.

8) Security

- Need for fencing with chain link or permanent wall to improve on the security of all VTC institutions property.

9) Water Access

- Support water access interventions in Kodich, Sina ,Sigor and Ortum VTC

10) COVID-19

- County Government/partners should support VTCs with hand washing stations and water tanks as part to fight against COVID-19 pandemic.

11) Co-curricular activities

- The department of Vocational training to develop strategy for inter sports and games activities between VTCs

12) Policy

- FastTrack enactment of County VTC bill 2017.
- The department of technical training should prepare a policy to guide operationalization of startup kit fund to sustain support for graduates from VTCs to start up business opportunities.
- The department of technical training should prepare a policy to support attachment and strong linkages with labour market.
- Department of Vocational Training to support all VTC to prepare strategic plans to guide strategic direction.

5.0 ANNEX:

5.1 Project implementation status

FY	Name of institution	Project description	Budget allocation	Mode of implementation <i>(contracted/labour based)</i>	Contract Sum	Actual Expenditure	Outstanding Balance	Key activities	Status
2017-2018	ALALE	Construction Of Alale Polytechnic	4,000,000.00	Contract	3,999,290.00	1,702,880.00	2,296,410.00	Construction of two classrooms and administrative block	70% Complete
2017-2018	CHEPARERI A	Construction /Renovation of Chepareria Polytechnic (KITCHEN and CJ WORKSHOP)	2,000,000.00	contract	1,999,550.00	1,999,550.00	0	Renovation of carpentry work shop	Complete and operational
2019-2020	CHEPARERI A	Rehabilitation of Chepareria Polytechnic Male and female Hostels	1,500,000.00	contract	1,493,250.00	1,493,250.00	0	Renovation of females hostel	Complete and operational
2018-2019	CHEPOLET	Construction Of Chepolet Polytechnic-Endugh ward	4,000,000.00	contract	3,993,694.40	1,508,000.00	2,485,694.60	Construction of two classrooms and administrative block	70% complete
2017-2018	KABICHBICH H	Renovation Of Kabichbich Polytechnic	1,500,000.00	contract				Assorted carpentry Tools and equipment	Supplied and delivered
2017-2018	KAPENGURIA A	Construction Of Multi-Purpose Hall at Kapenguria Youth Polytechnic(DH/KITCHEN)	4,049,000.00	contract				Construction of multi-purpose hall and kitchen phase 1	Phase 1 complete
2018-2019	KAPENGURIA A	Construction Of Multi-Purpose Hall at Kapenguria Youth Polytechnic(DH/KITCHEN)	4,500,000.00	contract				Construction of multi-purpose hall and kitchen phase 1	Phase 1 complete
2019-2020	KAPENGURIA A	Completion of Multi-Purpose Hall at Kapenguria Youth Polytechnic(DH/kitchen)	4,000,000.00	contract				Construction of multi-purpose hall and kitchen phase 11	Phase 11 complete
2017-2018	KODICH	Completion of Twin Workshop Block A at Kodich VTC	3,000,000.00	contract				Completion of Twin Workshop Block A	Complete and operational

2019-2020	KODICH	Completion of Twin Workshop Block B at Kodich VTC	2,800,000.00	contract				Completion of Twin Workshop Block B	90% complete (ongoing)
2019-2020	ORTUM	Construction /Renovation of Ortum Polytechnic (DINNING HALL)	4,000,000.00	contract				Completion of dining hall and kitchen	Complete and operational
2019-2020	ORTUM	Rehabilitation of Ortum Polytechnic Workshop	2,292,000.00	contract				Completion of dining hall and kitchen ROLL – OVER (Part payment)	Complete and operational
2019-2020	SIGOR	Renovation / Construction of Sigor Polytechnic(HOSTEL and TOILETS)	2,500,000.00	contract				Renovation of hostels and toilets	Complete and operational
2018-2019	SIGOR	COMPLETION OF SIGOR TWIN WORKSHOP BLOCK A	5,300,000.00	contract				completion of twin workshop block A	90% complete
2019-2020	SINA	Construction Of Females Hostel at Sina Polytechnic	2,000,071.00	contract				Construction Of Females Hostel	80% complete
2018-2019	SINA	Construction Of Females Hostel at Sina Polytechnic	2,696,000.00	contract				Construction Of Females Hostel (ROLL-OVER)	80% complete
2019-2020	TAMUGH	Construction Of Tamugh Polytechnic	1,500,000.00	contract				Construction of hostel	-stalled-private VTC
2017-2018	TOTUM	Construction Of Totum Polytechnic	4,000,000.00	contract				Construction of two classrooms and administration block	Stalled due to land dispute, no payments made
2017-2018	TOTUM	Construction Of Totum Polytechnic	2,748,348.00	contract				Construction of two classrooms and administration block	Stalled due to land dispute, no payments made

5.2 Data Collection Questionnaire

QUESTIONNAIRE FOR VOCATIONAL TRAINING CENTRES

PART A

(To be filled by key informant)

Name of key informant.....

Designation.....

1. List of public vocational Training Centre in the county?

List of operational VTCs	List of complete but not operational VTCs	List of ongoing Constructions of VTCS

2. List of private vocational Training Centres in the county?

Name of institution	Courses offered

Remarks

.....

PART B (To be filled by the institutions)

Name of institution:.....

Name of Respondent:.....

Designation.....

3. Trainee enrolment?(M-Male F-Female T-Total)

Name of institution:

2015			2016			2017			2018			2019			2020								
1 st Year	2 nd Year		1 st Year	2 nd Year		1 st Year	2 nd Year		1 st Year	2 nd Year		1 st Year	2 nd Year		1 st Year	2 nd Year							
M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T

4. Staff establishment?

Trade area	No. of instructors			No. qualified
	M	F	T	

5. Fees per year

Trade area	Fee per Year in Ksh	Fee paid by trainee	SVTCSG	Other	Fee balance

6. Project implementation status (on-going and completed projects)

Project name	Key activities	Amount received	Funding source	Project status	Remarks

7. List priority areas for infrastructure development in the institution?

8. Tools/equipment required per course in the institution and not available?

9. What are the success stories of this institution?

10. What are some of the Key challenges affecting development of the VTC?

11. Recommendation to improve development of VTCs in the County?

5.3 Participants

Name	Position
Isaac Ritakou	Head of County M&E – <i>Team leader</i>
Joel Mulatya	Director County Department of vocational Training
Akaule Joel	M&E Officer
Erick Kamaina	M&E officer
Fobian Masheti	Planning officer
Tolelinyang Eliya	Budget officer
Solomon Chepar	Administrator
Julius K. Lopusonyang	Manager Chepareria VTC
John Katloi Tinyang	Manager Kodich VTC
Festus Nyadimo nyakwaka	Manager Sigor VTC
Kenya S. M. Simatwa	Manager Kapenguria VTC
Kosoywa M. Jacob	Manager Ortum VTC
Ptulma Kipkorir Anthony	Manager Sina VTC



Figure 30: Interview with Sina VTC manager