



APPRENTICE BROCHURE

PropelA Dual Apprenticeship Programme:

PropelA is Swisscontact's flagship programme for private-sector-led skills development, shifting companies from occasional supporters to co-designers, co-investors, and long-term users of workforce training systems.

Launched in 2022, it addresses the mismatch between youth skills and labour market needs. In Phase I, it introduced an accredited dual apprenticeship model in electrical installation and plumbing, reaching 430 apprentices, engaging 69 companies, and graduating 146 youth with national certification. The model proved effective—improving employment and incomes, reducing dropouts, and demonstrating scalable, employer-led training.

In Phase II, the project focuses on high-demand trades such as plumbing, electrical, welding, lifts and escalators, aggregated maintenance, hospitality, and Level 6 pathways.

It is funded by Hilti Foundation and implemented with private companies, Don Bosco Boys Town, Kenya Association of Manufacturers, National Industrial Training Authority, and other partners, benefiting Kenyan youth seeking decent work and companies needing skilled talent.

Swisscontact:

Swisscontact is Independent non-profit foundation. We foster sustainable and inclusive economic development with the objective of improving living standards, creating jobs, and bettering the quality of life for all people.

In the PropelA Programme, Swisscontact acts as a facilitator, empowering local stakeholders—including private sector companies, government institutions, and vocational schools—by strengthening their capacity and positioning them at the forefront of skills development. This approach ensures a sustainable impact on the lives of young people and the construction industry.

The Hilti Foundation:

The Hilti Foundation, funded by the Hilti Group, drives sustainable social impact in affordable housing, employability, education, and disaster resilience to empower communities worldwide.

Hilti Foundation funds the PropelA dual apprenticeship programme backed by international partners such as Geberit International AG.

What You Need to Know About PropelA:



Call for applications

- Once a year, July/August



Entry Requirements

- 18-25 years of age
- Minimum grade of D+
- Must be located in Nairobi or Mombasa
- Female applicants highly encouraged to apply



Recruitment Process

Upon meeting the entry requirements, you'll:

- Pass an assessment test.
- Participate in an interview coaching.
- Participate in a mock interview
- Attend company interviews (*Employers hire who best fits the job and culture—this stage decides your entry.*)
- Complete workplace preparation training.
- Start school and work upon selection.



Training Model

In a month:

- 1 week in school
- 3 weeks in-company with an assigned company mentor



Curriculum

- A private sector-driven NITA accredited curricula.



Certification

- KNQA Level 5 (NSC IV/MCP III)



Trades

- Plumbing, Electrical, Lifts and Escalator training, Welding, Aggregated maintenance, select trades in the hospitality sector & level 6 pathways



The program equips young people with in-demand employable skills, preparing them for the workforce.



Benefits to the Apprentice:



Learn and Work: Get work experience while still in school, making you competitive and ready for the job market after graduation



Practical Learning: Apply classroom knowledge to real-world projects alongside experienced professionals.



Holistic Development: Get different training for your personal and professional development such as soft skills, life skills, health, safety and environment.



Relevant Training: Get trained by tvet trainers from the industry



Expert Mentorship: Benefit from the guidance and support of seasoned company experts.



State-of-the-art training: Learn with the latest technology in high-end workshops.



Proven employment potential: 80% of PropelA apprentices are employed within companies after training completion



Self-reliance & Business Insights: Develop in-demand skills and hands-on experience, together with company values to become self-reliant and highly employable.

Some of Our Private Sector Partners



Milestones at a Glance:(2022 - 2025)

- ✓ **Empowering Kenyan Youth:** 400+ engaged, 80% of the graduates employed
- ✓ **Investing in Quality Education:** Supported by Hilti Foundation and Geberit AG, established two state-of-the-art workshops for plumbing and electrical trades.
- ✓ **Celebrating Excellence:** Two World Skills Kenya Competition winners in the electrical and plumbing trades set to represent Kenya on the international stage
- ✓ **A NITA Accredited** private sector led Curricula(Level 5) Electrical and Plumbing Curricula bridging the gap between education and training
- ✓ **Breaking Gender Barriers:**
 - 13% in 2023 in the plumbing and electrical trades
 - 22% in 2024 in plumbing and electrical trades.
 - 33% in 2025 in plumbing and electrical trades.
- ✓ **Program Scale-up and Expansion Beyond Borders:** Launched a Private Sector-Led Dual Apprenticeship model, creating a base model for replication across East Africa starting with Tanzania
- ✓ **Strengthening Industry Partnerships:** Partnerships with 70+ companies, bridging education and industry through hands-on training.
- ✓ **Excellence in Learning:** 99% of the Completed cohorts passed the NITA-Assessments.



Despite qualifying for university, financial barriers kept me from pursuing my passion for electrical work. This program broke those obstacles, giving me top-tier training, hands-on experience, and industry connections. Now, as a graduate and a certified electrical technician, I'm proud to have secured full-time employment with Mehta Electricals—the company where I trained. This is the future I once thought was out of reach. - **Aston Mwendwa, PropelA Graduate**



Joining PropelA was a game-changer. At first, I thought the idea of studying and working simultaneously was a scam since I had never heard of such a model in Kenya. But I took the leap, despite having no plumbing experience. With mentorship at Central Plumbing Ltd, I built confidence and skills. Now, as a retained employee - I'm proud and excited for the future - **Dianah Wahuini, PropelA Graduate**