



PROJECT BROCHURE

Building skills of young plumbers and electricians through dual apprenticeship training.

The construction sector is among the fastest growing industries in Kenya and is expected to become increasingly important in the future. However, Kenyan construction companies cannot fully exploit the opportunities of this growth because there is a shortage of skilled labour for trades like electrical and plumbing. Private sector has indicated that the current training offered by vocational school is disconnected from the industry needs.

The situation has encouraged the Hilti Foundation and Swisscontact to start an employer-led dual apprenticeship programme for the construction industry in Kenya dubbed "PropelA". The project is funded by the Hilti Foundation, supported by international partners such as Geberit, Schneider, and implemented by Swisscontact. The project is developing a skilled workforce that meets industry needs and is currently focusing on the plumbing and electrical trades.

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The involvement of local private sector companies is key in defining the skills that apprentices need to acquire and providing them with the opportunity to put into practice what they have learnt in the classrooms.

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The programme combines practical training in a company with theoretical classroom training.



Scan me!

BUILD YOUR COMPANY'S FUTURE WORKFORCE FROM WITHIN: INVEST IN DUAL APPRENTICESHIP.



Develop Top Talent

Pre-screened top apprentices trained with the latest skills turn into your future employees. You get a steady stream of talent, skip the poaching hassle, and benefit from our expertise.



Boost Quality of Work

Apprentices gain expertise in emerging technologies that are entering the market, thereby enhancing the quality of your work and your company's reputation.



Realise Early Productivity

With a combined curriculum of Swiss excellence and local expertise tailored to industry needs, your apprentices hit the ground running, adding you value from day one.



Improve Retention & Succession

Enjoy loyal, skilled apprentices who grow with your company while reducing turnover through strong employee commitment.



Nurture Mentor Culture

Boost your team's skills by training exceptional internal mentors. This creates a sought-after coaching opportunity, improving overall competence and team morale.



Overall Positive Impact on the Industry.

Be recognized as a trailblazer in quality and innovation, being part of a solution to the skills gap in the construction industry.

THE KEY FEATURES OF THE DUAL APPRENTICESHIP PROTOTYPE FOR KENYA ARE:



Targeted Levels

Electrical & Plumbing - KNQA Level 5 (NSC IV/MCP III)



Entry Level

The entry level requirement is that graduates from secondary school (KCSE) with minimum D+ grade.



Recruitment

The employer will recruit the apprentices as employees of the company.



Duration

The duration for training is approximately 2 years.



Localized Curriculum

The curriculum to be used is a high-quality Swiss Curricula adapted to the Kenyan context fulfilling the requirement of the Kenyan employers.



Training Model

The apprentices will work in company 3 weeks a month under the mentorship and supervision of the designated mentors and will join the TVET school 1 week a month.

ROLE OF THE EMPLOYER COMPANY IN THE DUAL APPRENTICESHIP TRAINING



Recruitment

- Identify, select, and recruit apprentices.
- Onboard and allow for 3 weeks training in the company.
- Ensure minimum wage compliance:
 - Year 1: KSH 11,656/month
 - Year 2: KSH 14,570/month



Compliance

- Handle statutory contributions (NSSF, NHIF, income tax).
- Submit NITA Act-compliant hosting application with project support.
- Offer health & accidental/WIBA insurance to apprentices.



Financial Support

- Pay monthly stipends according to minimum wage.
- Cover TVET school fees: KSH 4,000/month/apprentice.
- Pay NITA assessment fee: KSH 10,000 at program completion.



Educational Support

- Allow for 1 week a month of training at designated schools.
- Ensure adherence to agreed curriculum at the workplace.
- Engage apprentices in workplace learning with proper tools and materials.

ROLE OF PROPELA IN THE DUAL-APPRENTICESHIP TRAINING

Provide the necessary support to develop high-quality curricula for the relevant occupations

Support companies to fully integrate the dual apprenticeship project in their current mode of operation.

Ensure capacity building of the trainers in the schools and companies

Modernize training school with high-tech plumbing and electrical workshops aligned with current industry practices.

Ensure training and certification of company mentors as key contributors to the project

Some of Our Private Sector Partners



We chose to partner with PropelA because we recognize the pivotal role of having a qualified workforce in shaping the future of the construction industry in Kenya. By nurturing a pool of skilled individuals entering the job market, we anticipate a positive ripple effect within the built sector.

This influence extends to elevating discipline and workmanship standards, reinforcing adherence to industry regulations, fostering a safer environment for all stakeholders, and minimizing material wastage at construction sites – thereby contributing to a more sustainable and efficient built environment.

We at Patronics are happy to impact the lives of young Kenyans -
Amos Aluoch, Electrical Engineer & Mentor, Patronics Kenya Ltd

CONTACT US

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