

REVITALIZING INSTITUTES OF TECHNOLOGIES IN KENYA

A CASE OF COAST INSTITUTE OF TECHNOLOGY

VOI CAMPUS

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ABSTRACT

Technical and Vocational training provide the much needed middle level technical human resource. For any country like Kenya to realize technological development this middle level human resources forms the backbone of it. The knowledge and skills in technical and vocational fields are required to meet national human resource requirements in agriculture, business, industry and other technical services.

The country's effort to accomplish this was hatched in 1988 when technical and vocational education was incorporated in the 8:4:4 system of education with some specific objectives of laying the foundations for the vocational skills required for socio-economic development; to expose students to scientific and technological trends, skills and ideas; to develop vocational and entrepreneur skills as basis for further training and employment among others.

The Government has introduced bursaries to assist students from poor household and marginalized areas. It has through the economic stimulus program (ESP) improved the physical facilities in order to make the institutes attractive.

Despite all these efforts the question that needs to be addressed is why the low enrollment in our middle level technical institutions.

The study revealed that to make the institutions attractive the managers of the institutions should be highly qualified individuals in the relevant technical areas and should also have some administrative skills; institutions should have strategic plans, mission and visions to guide in carrying out its functions; Principals should apply modern approaches in human-resource management since these are critical in changing the perceptions of moribund institutions. Tangible targeted results should be recorded every time they occur in order to encourage persons to work harder and achieve more. People outside the administration must be allowed to give suggestions about what can be done to overcome a particular problem and should be permitted actually to perform some activities themselves.