

PROFESSIONALIZING THE CHILDCARE WORKFORCE: CHILD CAREGIVER CURRICULUM III

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National Industrial Training Authority (NITA)

- ❖ A Semi-autonomous Government Agency (SAGA) in the Ministry of Labour NITA.
- ❖ It was established in November, 2011 under Industrial Training Act, Cap 237 of the laws of Kenya
- ❖ An Act of Parliament that provides for regulation of the training of persons engaged in industry.

NITA CONT..

- ❖ NITA is an upgrade of the former Directorate of Industrial Training (DIT)
- ❖ Has its HQ at Industrial Area Nairobi
- ❖ Has offices in Mombasa, Kisumu, Eldoret, Nakuru, Kakamega, Nyeri, Thika, Embu, Athi-River

NITA Mandate & Vision

- ❖ **Mandate** - ensure adequate supply of properly trained manpower at all levels in industry and to promote highest standards in the quality and efficiency of Industrial Training in Kenya
- * **Vision** - An Authority transforming and enhancing competitive skills development for industry in Kenya

Mission

Mission

**To enhance Skills Development,
productivity and employability through
effective regulation of demand driven
training at all levels of industry**

Core Values

	S - Shared Prosperity
	K - Knowledge Focus
	I - Innovation and Inclusivity
	L - Leadership & Integrity
	L - Lifelong Learning
	E - Efficiency
	R - Resilience

Functions of NITA

Section 3A of the Act outlines follows:

- ❖ Industrial training (regulation & provision) -
- ❖ Industrial training Levy Administration
- ❖ Regulation of registered Industrial Training Providers
- ❖ Integrating labour market information into skills development

Functions Cont...

- ❖ Development and harmonization of industrial training curricula & assessment guidelines
- ❖ Assessing industrial training, testing occupational skills Awarding certificates including government trade test certificates
- ❖ Accrediting institutions engaged in industrial training

STCs in NITA

- * **Sector Training Committees (STCs) are established pursuant to Section 4J of the Industrial Training Act, Cap 237 to perform functions determined by NITB in relation to training in specified industries.**

STCs in NITA

- * In 2023, the NITAB reconstructed the STC into 12 up from 9 sectors due to the following reasons:
 1. To support the implantation of industrial training programmes;

STCs in NITA

- 1. To restructure the STCs to make them more responsive to the needs of NITA**
- 2. Align them to the priorities of the Bottom-up Transformative Agenda (BETA) of the Government.**

STCs in NITA Cont...

* NITA has divided the Kenyan economy in to 12 sectors and their related sub-sectors. The sectors are 12 as follows:

1. Agriculture & Allied Agencies (**AAA**)
2. Wholesale, Retail Trade & Allied Agencies (**WRA**)
3. Energy, Water & Allied Agencies (**EWA**)

...developing tangible skills since 1925

STCs in NITA Cont...

❖ Finance, Insurance, Business Services
& Allied Agencies (FIB)

❖ Infrastructure & Allied Agencies (IAA)

❖ Manufacturing & Allied Agencies
(MAA)

STCs in NITA Cont...

- * **Sector Training Committees (STCs)** are established pursuant to Section 4J of the **Industrial Training Act, Cap 237** to perform functions determined by NITB in relation to training in specified industries.

STCs in NITA Cont...

* **sector** is defined as a grouping of business/service units with the similarity which contribute to the national economy. Under the industrial Training act, cap 237, the **NITB** may establish sector Training committee (**STC**) to support the implementation of the industrial programmes

STCs in NITA Cont...

- * **“Industrial Training”** means a training for a specified industry;
- * **“Industry”** means a trade, occupation, profession or an economic sector for which an STC has been established for purposes for a training committee has been established for purpose of this Act.

ECD In NITA

- * **Early Child Development (ECD)** falls under the Education, training and allied agencies (ETA) Sector and Educational and training Sub-sector.
- * To regulate the sector and professionalize the EDC, NITA developed a curriculum in 2021.

Overview of the Childcare Landscape in Kenya

- * Kenya's population is made up of young population. This category is highly demanded to offer workforce, therefore need for childcare services.
- ❖ childcare facilities lack proper training for caregivers, leading to varied quality in service delivery.
- ❖ All these led to development of a training

Benefits of a professionalized workforce

- * **Improved child outcomes.**
- * **Enhanced trust from parents.**
- * **Higher job satisfaction among caregivers.**

ECD In NITA

- * **In 2022**, a consortium of actors in the sector, led by **AFCEN**, approached to review her curriculum and harmonize the various curricula in existing the market..
- * This was meant to equip caregivers with essential skills and knowledge.

Content of the Reviewed Curriculum

- * Introduction to childcare -30 hours
- * Occupational Health and Safety at home and care centres- 60 hours
- * Developmental milestones-58
- * Grooming the child- 57 hours

Content of the Reviewed Curriculum Cont...

- * **Health and Nutrition- 58**
- * **Habit Training -42**
- * **Child play -50**
- * **Basic Homecare-20**
- * **Communication Skills-3**

Content of the Reviewed Curriculum Cont...

- * **Life Skills-2**
- * **Business Skills-2**
- * **Information Communication Technology-7**
- * **Science and Basic Mathematics- 7**

Duration of the Course

The course is designed to take a minimum of three hundred and fourteen (314) hours, of which seventy nine (79) hours shall be theoretical training while the other two hundred and thirty five (235) hours shall be practical training. Attachment shall last for 199 hours

Entry Requirements

- * A minimum of 18 years and
- * Completion of Level one (1) of the Kenya National Qualification Framework

Accreditation of Training Institutions

All Industrial Training Centres (ITCs) offering Childcare Course shall be accredited as per the guidelines and the requirements of the course. The accreditation shall be subject to confirmation of availability of specified workshops, tools, training equipment and material requirements as outlined in Annex 1 and 2 of the Curriculum

Requirements for Assessment

Progress Assessment

- * Will be administered and marked by the trainer upon completion of the specified topics as outlined in the curriculum.
- * The marks shall be availed to NITA in the prescribed format as and when required.
- * The formative assessment shall be aggregated to constitute 30% of the trainee's final award.
Trainees must pass the progress assessment to be allowed to sit for the summative assessment.

Summative Assessment

- * Shall be based on the expected performance outcomes as specified by the various topics. The trainees shall undertake at least one (1) progress and one (1) summative assessment.
- * The assessment shall comprise of practical and theory components. The practical assessment will account for 90% while theory will be 10% for all assessments.

Summative Assessment Cont...

- * At registration for summative assessment, candidates shall have successfully completed the required training for Private Security Officer.
- * Candidates who fail in any particular assessment shall re-take the tests and will have to pass the failed assessment before being issued with a certificate.
- * A trainee may re-sit as many times as may be possible to ensure mastery of the content.

Other Requirements

- * Trainees are expected to attain at least 80% attendance to be eligible for summative assessment.**
- * Training shall be competency based with the trainee being subjected to supervised, simple and routine assignments to reinforce learning.**

END

God Bless You! Thank You

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