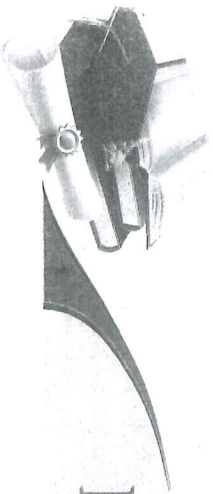


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Higher Education CORPORATE SCENE

Create education policies that drive equality, State urged

Players in the education sector want the government to adopt innovative ways when building policies that advocate equality in the education sector.

Under the umbrella of the East African Philanthropy Network the education experts said current policies including the recent education funding model offer little remedy on equality gaps.

They said innovative practices in education have the potential to address the needs of learners.

"The 2020 Kenya Economic Update, unveiled significant barriers faced by students in rural and underserved areas, impacting equitable access to education," said Evans

Okinyi, CEO East Africa Philanthropy Network.

"A multifaceted strategy, integrating technology, community engagement, and policy innovation, orchestrated through partnerships between the government, philanthropy organisations and the private sector is fundamental to dismantle the barriers to education ensuring that interventions are not only scalable but also sustainable in bridging the educational divide."

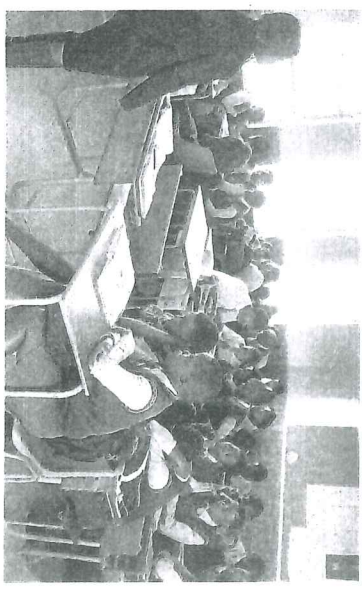
Okinyi explained how national averages have masked inequality in education sector.

"While it's a good attempt on the new funding model for higher education, this is likely to exacerbate equity gaps and the poor may

be further marginalised, unless if the tool and process have integrity," he said.

"In Kenya, the stark disparities in education access and quality between urban and rural regions, coupled with socioeconomic disparities, demand innovative solutions that go beyond conventional approaches."

Taking example on the classification of schools as national, extra county and county, speakers said the classification further divides Kenyans as students admitted in national schools have better chances to success than those in county level due gaps in equipping the schools, and varying development, meaning the student don't



Students and their teacher in class.

compete on equal play field.

The forum shared that making education systems flexible and interactive, employing new approaches to learning and teaching, re-examining the traditional roles and players in education, as well as opening education up to a broader range of stakeholders and commu-

Education: Relevance of skills in a changing economy

By Prof Nicholas K. Letting

One of the most predominant features of the globalisation era is a monumental change in technology. Over the last two decades, technology has engulfed humanity with great changes especially in the digital sphere that have impacted greatly on our education systems and also the job market.

With the technological changes, labour market dynamics are now evolving faster than ever and the mismatch between workers' skills and those required by available jobs has become a top priority policy concern.

As such, many employers report difficulties finding suitably skilled workers, even though the unemployment rate is high.

Over the past decade, Kenya as a country has made major progress in fostering its education system in order to bridge this skills gap especially through the reinvention of Technical and Vocational Education and Training (TVET).

Bringing the skills gap through robust training is an ideal that Kenya Accountants and Secretaries National Examinations Board (Kasneb) shares with the government, so as to give more Kenyans proper qualifications and create strong linkages with the job market.

Through this vein, Kasneb has built a veritable curriculum that is targeted at meeting the evolving needs of the job market.

To begin with, each workplace desires a well-qualified employee whose training breeds utmost quality.

Recently, Kasneb in collaboration with the Kenya Bureau of Standards (KEBS) has developed the Certified Quality Professional (CQP) program which essentially is a compelling bridge over the prevailing skills gap, empowering quality professionals with necessary competencies. Set to disrupt the status quo, the



Prof. Nicholas K. Letting Secretary/CEO of Kenya Accountants and Secretaries National Examinations Board (KASNEB).

CQP program paves the way for a transformative era for quality professionals across Africa.

At the heart of our quality management certification program, the competency framework encompasses six crucial areas, each aimed at cultivating a firm culture of quality.

These include Quality Management Systems, Quality Leadership and Ethics, Quality Planning Risks and Opportunities Management, Quality Assurance and Control, Quality Performance Management, and Quality Improvement and Innovation.

The CQP program emerges as more than just a curriculum; it serves as a catalyst for sustainable development and quality enhancement.

It is common knowledge that even the noblest of human characters is susceptible to some of the most ignominious vices. Don't the Greeks remind us of what a decent character Promethus was yet he still stole fire from the gods who trusted him so much?

Trusted employees can fall prey to the temptation of fraud. With this in mind, Kasneb has developed a qualification to help

organizations in the battle against occupational fraud.

The Certified Forensic Fraud Examiner (CFFE) develops professionals who can detect and help deter fraudulent activities as well as gather evidence that can be used in the prosecution of such fraud.

CFFE professionals can now work in diverse institutions both in the private and public sector.

Suffice to say that as technology continues to shape the way we work and interact, the demand for soft skills has never been more critical.

Soft skills, often referred to as interpersonal skills or people skills, are the human qualities that enable effective communication, collaboration, and adaptability.

In the digital age, where automation and artificial intelligence are reshaping industries, soft skills play a pivotal role in driving success. In professional training, it is im-

portant that well designed training programs that target specific soft skills based on the organizations needs are mooted.

These programs can include workshops, seminars, online courses, and experiential learning activities.

Invariably, it is important for organizations to integrate soft skills assessment into performance reviews to create a culture of continuous improvement. Equally, recognize and reward individuals who demonstrate exceptional soft skills.

Kenya, just like the rest of the globe, is at the moment contending with emerging industries that are putting their focus on new technologies such as robotics, virtual reality, 5G networks, blockchain technology, artificial intelligence, and self-driving cars.

The ever-evolving nature of these industries demands professionals who are well-versed in the latest

practices that will promote equality.

"The realm of education is continuously evolving, presenting both challenges and opportunities. We must, therefore, be agile and innovative in our approaches to education," said Okinyi.

trends and advancements.

It is for this reason that Kasneb is striving to prepare professionals who are well-equipped with the knowledge and skills to tackle these new industries and technologies.

For example, Kasneb's curriculum incorporates courses that are meticulously crafted to incorporate the most recent developments within each new field. By enrolling in these courses, trainees ensure that they remain at the forefront of industry changes. This knowledge empowers them to make informed decisions, implement best practices, and contribute meaningfully to their organization's growth.

Suffice to say that the world is rapidly evolving. One of the human facets that is evolving at the fastest rate is professional education and training. We must keep abreast with the changing trends, so as to remain at par with our global peers in socio-economic development.



New Kenyatta University Chancellor Francis Muthaura (centre) and new Chairman of Council Dr. Ben Chumo (second left) are both welcomed following the handover ceremony at KU led by the Vice-Chancellor, Prof. Paul Wainaina (extreme left). Also present were the outgoing Chancellor, Dr. Benson Waitregi (second right) and outgoing Chairman of Council Prof. Shem Migot-Ahnholia (extreme right).