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DIRECTORATE OF PERSONNEL MANAGEMENT

OFFICE OF THE PRESIDENT

ANNUAL REPORT

ON

MANPOWER TRAINING IN THE PUBLIC SERVICE

FOR 1988

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## CHAPTER I

### INTRODUCTION

#### HISTORICAL DIMENSIONS

- 1.1 Over the last 25 years, Kenya has witnessed tremendous growth in various spheres of its development. This has resulted from stable political leadership of the country and the Government's commitment to ensure that the goals we set at independence are achieved.
- 1.2 For example in Education, the number of primary schools have increased from 6058 in 1963 to over 13,000 by 1988, while pupil enrolment increased from 891,553 to 5,000,000 over the same period. Secondary school facilities have increased from 151 in 1963 to 2592 in 1987, while pupil enrolment increased from 30,121 to 522,261 over the same period.
- 1.3 In the field of health, there were 148 public hospitals with a bed capacity of 11,344 in 1963 as compared to 249 hospitals with 31,356 bed capacity in 1986. There were 908 Doctors in the entire country in 1963 as compared to 3071 in 1987. Similar remarkable performance is recorded in other areas such as communication, agriculture, growth in GDP, Kenyanisation of the economy, and the general growth of income per capita. Thus looking at the overall performance of the country since independence, one sees continuous picture of success.
- 1.4 In the field of Manpower Development and training in particular, similar performance has been recorded with substantial increase in training facilities, diversification of skills, revitalization of the management of the economy through introduction of new management approaches. Thus the Government has continued with its long term goal to ensure that the country is adequately supplied with trained manpower in various sectors of the economy and at all skill levels. This is in recognition of the fact that the development and our aspirations to build a stronger nation must be undertaken by the Kenyans themselves through dedication and commitment to the achievement of our national goals. Furthermore, as the economy expands and diversifies, the requirement of new types of skills emerge and appropriate arrangements have to be made to supply them.
- 1.5 However in achieving this remarkable growth rate, the country has faced certain difficult challenges which were either domestic in nature or emanating from the

international scene, and which tended to slow down the momentum of growth. For example, the country has had a rapid population growth at an annual rate of 3.8 per cent annually which is considered to be among the highest in the world. This rapid growth rate has put considerable strain and overstretched the Government's ability to provide for essential services such as education, health and water facilities. Secondly, this growth and the rapid increase in the number joining the labour force annually has made it difficult for the Government to deal with the problem of unemployment adequately, since the rate at which the economy grows cannot keep pace with its ability to absorb additional entrants into the labour force. It is estimated that every year 500,000 new people join the labour force and employment has to be created for them.

- 1.6 Secondly, although agriculture, which is our mainstay of the economy has performed quite well in the past, recording an annual growth rate of 4.2% between 1984 - 1988, it has been slowed down in some years due to the bad weather condition such as the drought in 1984/85.
- 1.7 Third, rural-urban migration has continued to create a problem of unbalanced development in favour of the latter. The problem of urban unemployment has been aggravated due to this, while at the same time, it has overstretched the use of urban facilities such as transport, education, housing, water etc. At the same time, it has continued to deprive the rural agricultural sector of both skilled and unskilled labour.
- 1.8 At the international level, the oil crisis of the 1970s, and the overall unstable international economic order has had adverse effects on the performance of the economy, thus slowing down the favourable economic growth which the country had witnessed immediately after independence. The continuing imbalance of trade between the developing and developed countries in favour of the latter, which manifests itself in the declining world prices for agricultural commodities from developing countries vis-avis rising international prices of capital goods from the industrialized nations, have put serious strain on our foreign exchange reserves. The increasing debt servicing burden has further aggravated this problem.
- 1.9 It is in the light of these changing development challenges and national development priority areas of each stage of our development, since independence, that Kenya's Manpower Training Policies, Objectives and Programmes must be defined and evaluated in terms of its successes and failures.

## OBJECTIVES OF THE ANNUAL MANPOWER TRAINING REPORT

- 1.10 This is the first annual report produced on manpower training. Every year the Government allocates a lot of resources towards education and training, to the extent that the two now constitute the single largest expenditure item in our national recurrent expenditure budget to the tune of 41%. It is the objective of the Government to ensure that Kenyans are provided with sufficient amount of opportunities to train in various fields in order to equip them with necessary skills for nation building.
- 1.11 To this end, various forms of training programmes are mounted in our local public institutions for pre-service and in-service training, while at the same time a lot of training opportunities are made available outside the country through various types of scholarship awards donated to us by friendly countries and international organizations. It is therefore the objective of the Government to ensure that these facilities and opportunities are put to the best use for the benefit of our country, and that all Kenyans should be given equal opportunity and access to them.
- 1.12 This report will therefore serve a number of purposes:
- (i) First it will enable the Government and individual Ministries to evaluate the use to which they have put these facilities. In the past, a number of training programmes, both locally and foreign, have been announced to various Ministries, and have not been taken up for various reasons. The most common reason has been that officers cannot be released due to the exigency of the service, or that there was no replacement. In this respect, this office wishes to draw the attention of all Ministries to Personnel General Letter No. 32 of 1976 on "Release of officers to attend courses of Training". It was emphasized that it is the policy of the Government that officers should attend various courses designed to improve their competence in the service.
  - (ii) The second objective of this report is that it should be informative and educative on the facilities and opportunities available in our training institutions and the scholarship offers allocated to each Ministry. In future, this information will be published on quarterly basis as well as in an annual report such as this one.
  - (iii) The third objective of the report is that it will cover the training opportunities offered to pre-service trainees in public training institutions and

the entry requirements for each type of course. To this end, it will serve as a career guide to school leavers.

- (iv) And above all, it will serve to evaluate the performance of DPM as the Central Government Department in formulating manpower development policies and co-ordination of training programmes in the public service. In this respect, it should enable us to evaluate the effectiveness of training policies and strategies against development priority areas.

## **THE STRUCTURE AND FUNCTION OF THE DIRECTORATE OF PERSONNEL MANAGEMENT IN MANPOWER DEVELOPMENT**

### **Broad Aims of the Directorate of Personnel Management.**

- 1.13 The principal role of the Directorate of Personnel Management is to provide service, advice, policy guidelines and assistance to Ministries and departments, with a view to enabling them to achieve maximum resources allocated to them. To undertake these roles, the DPM will consult and collaborate with Ministries and State Corporations in establishing a climate for improved productivity of the Public Service.

### **Structure and Functions**

- 1.14 In order to undertake this role, the Directorate of Personnel Management consists of Four Divisions:

#### **Personnel Administration Division**

This Division is responsible for the formulation and interpretation of personnel policies, reviewing of civil service rules, regulations and procedures, as well as formulation and interpretation of pensions policies.

#### **Management Consultancy Services Division**

- 1.15 This Division is responsible for advising Ministries, Departments and State Corporations on modern management techniques with regard to planning, organization, staffing, co-ordination and introduction of new management techniques. They undertake organization design and operational analysis.

#### **Finance and Establishment Division**

- 1.16 The Division is responsible for the proper management and control of finances, provision of general office services, and general administration and control of DPM's

establishment and those of institutions under DPM.

### **Manpower Development Division**

1.17 This Division is responsible for the formulation and implementation of Manpower Training Policies, Manpower Forecasting and co-ordination of training programmes for the public service. The Division sets objectives and work programmes for implementing manpower training programmes.

### **MAJOR HIGHLIGHTS OF THE YEAR**

#### **Senior Staff Changes**

1.18 Following the successful completion of the General Election in March, 1988, Hon. L. Kitele was appointed as Minister of State in the Office of the President responsible for DPM, and Hon. D. Onyancha was appointed as an Assistant Minister of State in the Office of the President and incharge of DPM.

1.19 Administrative staff changes included the following:

- (i) Mr. L. arap Sawe, formerly Deputy Director Manpower Division was appointed as Permanent Secretary in the Vice President's Office, Ministry of Home Affairs and National Heritage.
- (ii) Mr. S. Mbova, formerly Deputy Director Management Consultancy Division was appointed Permanent Secretary in the Ministry of Manpower Development and Employment.
- (iii) Mr. Wanjau, Principal Finance and Establishment Officer was transferred to the Ministry of Manpower Development and Employment.
- (iv) Mr. R. K. A. Siele was transferred from the Ministry of Education as the new Deputy Director incharge of Manpower Division.
- (v) Dr. J. E. Njage-Rwito was transferred from the Ministry of Education to be the new Deputy Director incharge of Management Consultancy Division.
- (vi) Mr. P. C. A. Kilel was appointed as the Principal Finance and Establishment Officer to head the Finance Division.
- (vii) Mr. P. M. Kinyanjui, Deputy Secretary, Manpower Development, retired from the Civil Service after reaching the retirement age of 55 years.



G. H. J. Onyango	Principal GTI Maseno
Mrs. M. W. Nyaga	Principal Kenya Government Secretarial College
B. A. Awinda	Chief Manpower Development Officer - DPM
J. E. Ongwae	Chief Management Analyst - DPM
P. T. O. Kopyo	Chief Manpower Development Officer - DPM
D. W. Mbatia	Senior Management Analyst - DPM

The terms of reference given to the Committee were as follows:

- To review the existing training policy in the Public Service.
- To identify emerging national development challenges and Government initiatives in this regard.
- To identify training priority areas and to assess the required training facilities.
- To assess existing capacity utilization in training institutions and to recommend ways of improvement.
- To propose measures of harmonizing training programmes between existing Government Training Institutions.
- To examine methods of staffing and financing training institutions under the DPM.
- To identify appropriate linkages and areas of co-operation between the public and private sectors in training.
- To identify constraints related to implementation of training policy.
- To examine the present organizational structure of the DPM and make appropriate proposals for effective management of training in the Public Service.

## CHAPTER TWO

### NATIONAL DEVELOPMENT PRIORITY AREAS AND MANPOWER TRAINING

- 2.1 A logical starting point for an effective manpower training programme is to identify and define National Development Policies and priority areas, and subsequently to translate them into manpower training policies and programmes. Effective manpower training in this context means training programmes which have a direct impact on National Development goals. In order to facilitate this, the planning for manpower training must be undertaken as an integral process of national development planning. This was re-emphasized in paragraph 6.76 of the Fifth Development Plan that "... Kenya's manpower planning will therefore integrate education and training with manpower needs of the social and economic development planning ..."
- 2.2 Over the last 25 years, the Government has maintained consistency in its broad national goals and objectives. Thus the provision of better health, food and better nutrition, shelter, education and water within reach of all Kenyans remain the main national goals. However due to the constantly changing circumstances in pursuit of these goals, the Government has had to adjust its policies and strategies in achieving these goals.
- 2.3 During the year under review, training priority areas have continued to be derived from the Fifth National Development Plan 1984-1988, as reflected in each Ministry's manpower training projections. Sessional Paper No.1 of 1986 or "Economic Management for Renewed Growth also spells out the Country's development priorities, policies, objectives and strategies for the next decade. These constitute National Development priority areas and also form the manpower training priority areas.

These include:

- i. Increased productivity for the public and private sector.
- ii. Agriculture and food security.
- iii. Employment creation.
- iv. Balancing Rural Urban Development.
- v. Provision of Basic needs such as health, education, clean water and shelter.

- 2.4 A major theme for the fifth development plan was the mobilization of domestic resources for equitable development. A fundamental strategy underlying this was to bring Kenyans to the fore front in their own provision of things through the District Focus for Rural Development strategy and through the strategy of cost sharing in financing development programmes. Essentially, the basic principles underlying these strategies are that the Government should help Kenyans to help themselves individually and collectively. The application of this principle is meant to reduce the growing dependence on the Government and to encourage people to play a more active role in initiating and financing development for themselves.

#### **IMPROVEMENT OF PRODUCTIVITY IN BOTH THE PUBLIC AND THE PRIVATE SECTOR.**

- 2.5 Improved productivity depends on effective management of all sectors of the economy. The Government views increased productivity of investment not only as a strategy for accelerated economic growth, but also as a means of addressing itself to other national goals such as creation of employment and provision of basic needs. The Government is equally aware that rapid economic growth requires that the country must invest an increasing amount of its savings in high productivity sectors.
- 2.6 During the last decade, there has been a decline in productivity of investment due to inflation of capital goods prices which made the cost of investment to be relatively high. This was further aggravated by the fact that capital investment in Kenya has had a higher import content. In order to accelerate growth it will be necessary to direct investment to low cost but high productivity areas, particularly in intermediate technology and informal sector.
- 2.7 The other reason for declining productivity in capital investment is related to the policy of import substitution. The implementation of this policy has been undertaken behind a lot of Government protection for the local industry, to the extent that it promoted large scale investment into individual plants during the 1970s. With the collapse of the East African Community, and the resulting decline in regional export markets, many industries found themselves with excess capacity.
- 2.8 In the public sector in particular, the productivity problem has been aggravated by the rapidly growing number of civil servants and hence a high wage bill. This has resulted in an imbalance between developmental expenditures and recurrent expenditures in favour of the latter. Over the

last ten years, the Civil Service in particular has grown from 133,146 personnel in post in 1978 to 262,582 personnel in post by 1988, thus recording an increase of 129,436 (nearly 100% over ten years), or an annual average increase of 12,943 new employees. In certain years such as between 1984/85 to 1985/86, the increase was as much as 29,373 new employees. Table 1 shows the Growth of the Civil Service from 1963 to 1988. However, this unprecedented growth in certain years was to facilitate the absorption of the workspaid employees (1984/85) and the former employees of the defunct East African Community (1978/79), and the implementation of the tripartite agreement in 1980/81.

- 2.9 Furthermore, the declining productivity of the Civil Service has been attributed to the fact that a greater percentage of the Civil Service workforce falls into the categories of semi-skilled or unskilled workers in job groups A-G. As at October 1984 during the Civil Service census, the employees in this bracket constituted 90% of the civil service, but this had slightly declined to 89% by 1st July, 1987

#### **AGRICULTURE AND FOOD SECURITY**

- 2.10 The Government's National Food Policy is spelt out in Sessional Paper No.4 of 1981. Food and proper nutrition are undoubtedly the most fundamental of all basic needs, and the Government will continue with its long term goal to ensure that the nation's food requirements are met from domestic production.
- 2.11 Second, agriculture is the mainstay of Kenya's economy, contributing to 35% of the GDP. At the same time, agriculture remains the leading foreign exchange earner, mainly from the two major export crops of coffee and tea. Furthermore, agriculture is the leading sector in employment creation, accounting for 59.2% in non-wage employment. Agriculture has had good performance in the past with an annual growth rate of 4.2% between 1984-1988. This is projected to increase to 5.3% during 1988-1993. However in some years, the performance has been slowed down due to bad weather conditions, such as the drought in 1984/85.

#### **EMPLOYMENT CREATION**

- 2.12 Unemployment continues to be the most critical concern to the Government, particularly among school leavers. The cost of education and training Kenyans must be seen to pay off in terms of their productivity to the Nation either through wage employment or through self employment. In this respect, employment is seen as a means of making Kenyans to engage in productive work and to earn them adequate incomes.

As a corollary to this, rapid employment creation can only come from an effective investment policy and improved productivity of investment.

2.13 The Government policy on employment has been spelt out in Sessional Paper No.2 of 1982. However the Government recognizes that unemployment is a complex problem that does not lend itself more readily to a single policy solution. This is because the causes of unemployment are varied and include the following:

**i. Rapid Population Growth:**

It is estimated that nearly 500,000 new job seekers enter the labour force every year and employment must be created for them. The labour force in this context is taken to mean that part of the working age population of 15-59 years, excluding those still at school, those unable or unwilling to work and the physically handicapped.

**ii. Economic Growth:**

Although Kenya's economic performance has been impressive, its rate of growth has not kept pace with the rate of additional labour force.

**iii. Job Selectivity** among school leavers has been another major cause of unemployment, particularly the urban unemployment, to the extent that the problem of unemployment now co-exist with critical shortage of labourers in some vital sectors of the economy such as agriculture.

**iv. Skills imbalance:**

Unemployment has been aggravated by the shortage of employable skills among school leavers since training institutions have tended to produce more arts oriented students compared to the technical students.

**v. Seasonal unemployment** is another factor in certain sectors of the economy such as in building industry, tourism and hotel industry, agriculture due to seasonal variation of agricultural activity which results into under employment.

**vi. Public training institutions** will be encouraged to train for the private sector. Training institutions will be encouraged to revise their curricular to impart skill and attitude that prepare students to work in the private sector as well as in Government. The actual

number of student intake into training institutions will be commensurate with the number actually to be hired in the public sector plus those expected to find placement in the private sector.

- vii. The Government will consider appropriate expansions of University places in engineering, business and other disciplines that prepare students for private sector jobs.
- viii. One major Government strategy is to promote the growth of informal sector, particularly the "Jua Kali" activities. To this end the Government will undertake to promote training for Jua Kali Artisans through the Ministry of Technical Training and Applied Technology.

#### **BALANCING RURAL - URBAN DEVELOPMENT**

2.14 The Government continues to recognize the importance of developing rural areas. This is because over 80% of Kenyans still live in the rural areas and essential services such as education, health, water and transport infrastructure must be provided for them. Secondly, rural non-wage agricultural sector contributes over 59% of employment while non-rural farm provide employment to nearly 1,310,000 (about 20%) work force. Thus rural-urban migration has caused shortage among rural farm and non-farm labourers, while at the same time increasing the gravity of urban employment.

In addressing itself to this problem of balancing rural-urban development, the Government has adopted the following strategies:

- i. Promoting growth of secondary towns and smaller urban centres. In order to facilitate this, provision of economic infrastructure will be crucial to reinforce marketing and other linkages between farms and such urban centres. The provision of roads, water supply and electricity will be essential.
- ii. Increased productivity in agriculture and livestock economy which provide growing incomes and employment to rural families. Growth in these areas will generate potential for new industries and services in the smaller urban centres.
- iii. The institutionalization of the District Focus Strategy as an instrument of achieving accelerated rural development. The objective of the strategy is to promote rapid growth in rural areas through decentralization of decision making in the project identification, formulation and implementation, and the

general management of rural development. The underlying principle is that Kenyans must be encouraged to undertake development on their own, and that the Government will help Kenyans to help themselves either individually or collectively.

#### PROVISION OF BASIC NEEDS

- 2.15 Basic needs include the provision of basic necessities such as Education, better nutrition, shelter, convenient and clean water, and good health. These are necessary if we have to make Kenyans productive and to create a healthy and dignified nation. The Government has continued to allocate a lot of resources in its effort to provide for such needs. For example expenditure on education and health alone rose from K pounds 17 million in 1964 to K pounds 197 million in 1984/85.
- 2.16 In order for the Government to provide for these services effectively, the availability of trained manpower is a valid pre-requisite. It is recognized that the provision of basic needs have been affected by critical shortage of professional personnel. In education for example, there is a critical shortage of trained teachers at every stage of our education system. As at December 1987, there were 167,750 approved posts in primary schools against 156,078 personnel in posts. Out of this total in post, there were 47,172 untrained teachers, thus constituting 30.22%.

In secondary schools, there were 23,402 approved posts with 17,920 personnel in post. Out of the total in post, there were 4449 untrained teachers. This added to the deficit of 5,482 (difference between approved and total in post) meant that in real terms, there was a shortage of 9931. The critical shortage of trained personnel in education as an important area of basic need is therefore a serious concern to the Government. Similar shortage is experienced in other service areas such as health.

#### MANPOWER TRAINING IMPLICATIONS

##### Improved Productivity in both the Public and Private Sector

- 2.17 As mentioned in paragraph 2.5 above, the Government recognizes that improved productivity depends on effective management of investment. It is the Government's objective to have an effective manpower training policy designed to produce managers with entrepreneurial and development management skills. It is therefore envisaged that public institutions such as Kenya Institute of Business Training under the Ministry of Commerce will continue to play a vital

role in this aspect.

- 2.18 Secondly, the Government acknowledges that during the first decade of independence, much of the training effort was geared to the training of administrators and overseers to take over the colonial administration as a part of the Africanisation process, and to the training infrastructure building in the 1970s which saw the establishment of a number of training institutions either through community Harambee effort or through Government initiatives. Consequently, much of the resources for training was directed to the Public Sector training to the extent that training did not have an overall impact on the entire economy. To overcome this, the Government has now pronounced a training policy to ensure that training programmes cater for the needs of the entire economy.
- 2.19 Resulting from this need for an all embracing training strategy, the Government in sessional paper No. 1 of 1986 on "Economic Management for renewed Growth" pronounced the following policy guidelines:
- i. The intake of students into Government training programmes will be reduced commensurate with the number actually to be hired by the Government, plus those expected to find placement in the private sector. Training institutions will revise their curricular to impart skills and attitudes that prepare students to work in private sector as well as in Government.
  - ii The Government will consider appropriate expansions of University places in Engineering, business and other departments that prepare students for private sector.
- 2.20 As a further step to cater for the needs of the private sector the DPM will consider private sector employees for scholarship awards. This will be based in the merit of each case. During 1988/89, a number of private sector employees will benefit from scholarship awards under the USAID programme for both long and short courses.

#### **Training for Agricultural Sector**

- 2.21 Training for the agricultural sector continues to be a major priority area for the Government. It is recognized that increased food production and the improvement in crop yield per hectare depend on the extension services provided to farmers by agricultural extension officers. The Government's target is to ensure that every sub-location is manned by an Agricultural Extension Officer.

2.22 In order to realize this, training for agricultural personnel is being undertaken at four levels:

- i. Professional level. The sector has in the past depended on graduates from the Faculty of Agriculture and Veterinary Sciences from the University of Nairobi.

The Government has also up-graded Egerton College to a University status in order to increase the supply of professional personnel. During 1987/88, it had an intake of 472 students in various agricultural courses.

- ii. The lower professional or Higher Technical cadres (Diplomates) are trained at the Egerton College with an annual intake of 313, and at the Jomo Kenyatta College of Agriculture and Technology with an annual intake of 114 students in courses specific to agriculture.
- iii. Technician/Certificate cadres are trained at the three Agricultural Training Institutes of Embu, Bukura and Kilifi. Training is also provided at the UKAI and Meru Institute of Technology. The Animal Health Technicians are trained at Animal Health and Industry Training Institutes (AHITI) at Kabete, Ndomba, Nyahururu while Dairy Technologists are trained at Naivasha.
- iv. Farmers Training Centres. The Government also maintains 26 Farmers Training Centres to train farmers and extension workers.

#### Balancing Rural-Urban Development.

2.23 The success in the implementation of Rural-Urban Development strategy depends to a large extent on the availability and capacity of staff involved. As regards the latter, an important instrument for excellence is the provision of necessary skills. During the Fifth Development Plan 1984-1988, it was envisaged that 3,500 people would be involved in the initial training. Training programmes on general development management, administration with specific focus on rural development, were therefore mounted for such cadres as Provincial Commissioners, District Commissioners and District Departmental Heads.

The objective of the Government has been that training should cover both administration and operational cadres, particularly those at the fore front at the locational and sub-locational level. To this end, training has been provided to Chiefs, Assistant Chiefs, Agricultural Extension Staff etc. In order to facilitate this, training of trainers workshops were mounted so that the District Departmental Heads who had been trained have a multiplier

effect. Training on budgetary procedures to those involved in budgeting, have also been mounted. During the month of October 1988, seminars were conducted to District and Provincial Personnel Officers at Embu DDI to streamline the decentralization of personnel services to the Districts.

- 2.24 In order to facilitate the growth of urban centres and secondary towns, a number of training programmes for effective management of local authorities have been mounted at Kenya Institute of Administration, Mombasa and Maseno GTIs. These include training programmes in areas of urban management, Housing development and management, Urban Transport Management, Solid Waste Management, and a series of Certified Public Accountants and Certified Public Secretaries relevant to Local Authorities.

## CHAPTER 3

### PRE-SERVICE TRAINING IN PUBLIC INSTITUTIONS DURING 1988.

3.1 Pre-service training can be defined as the process of preparing those people leaving formal education to enable them enter the labour market with employable skills. This is particularly necessary for jobs that demand certain workskills to be given before or upon deployment. In an ideal situation therefore, pre-service training should be offered at every terminal stage of the educational system. Consequently, the Government has been offering pre-service training to school leavers in its training institutions in order to produce skilled manpower at high level, middle and lower level manpower requirements for public service and, to some extent, to the private sector. These include training for University graduates, secondary and primary school teachers, medical and para-medical staff and other technicians and support staff.

3.2 The management of pre-service training is a shared responsibility between Government Ministries, individual State Corporations and the Private Sector. These include the following:-

- DPM Co-ordinated pre-service courses
- Ministry of Education courses
- Ministry of Technical Training and Applied Technology courses including those conducted at the three national polytechnics
- Departmental pre-service courses
- National Industrial and Vocational Training programmes (under DIT)
- State Corporation co-ordinated courses for school leavers who are newly employed
- Courses offered by National Youth Service
- University courses for "A" leavers.

3.3 Directorate of Personnel Management Co-ordinated Pre-service Courses.

The DPM co-ordinates training programmes in the following institutions:-

- Egerton University
- Jomo Kenyatta College of Agriculture and Technology
- Kenya Water Institute
- Medical Training College (Kenyatta Hospital)
- Kenya Government Secretarial College
- Embu Institute of Agriculture
- Bukura Institute of Agriculture

- Kilifi Institute of Agriculture
- AHITI - Kabete
- AHITI - Nyahururu
- AHITI - Ndomba
- Dairy Training School

The role of co-ordination includes the advertisement of the courses, co-ordination of interviews and final selection of the candidates. However, the responsibility of recruitment is a delegated function of Public Service Commission. In discharging this responsibility, DPM works in conjunction with the PSC, the training institutions, the parent Ministries and the District Commissioners. In addition to the role of recruitment, the DPM also finances the student's allowances, creates posts for the absorption of pre-service trainees in the civil service, and issue regulations governing the trainees and maintenance of training standards.

- 3.4 During the year under review, the vacancies for pre-service courses tenable in these institutions were advertised in late March. Interviews were subsequently held in every district Headquarters throughout the country between 18th and 22nd April 1988.

The following is a list of training institutions by courses offered, minimum entry requirements and the number of students admitted per course.

INSTITUTION	COURSES OFFERED	INTAKE FOR 1988	MINIMUM ENTRY REQUIREMENTS
1. Egerton University (Dip. Courses)	i. General Agriculture	20	Division II in KCE with at least credits, three of which must be in any of the following subjects: Physics, Chemistry, English Lang., or Lugha ya Kiswahili.
	ii. Animal Health	20	
	iii. Animal Husbandry	18	
	iv. Dairy Techno.	10	
	v. Agriculture Ed.	20	
	vi. Farm Mangt.	19	
	vii. Food Marktng.	22	
	viii. Farm Mach.	17	
	ix. Food Science Technology	10	
	x. Home Economics	15	
	xi. Horticulture	14	
	xii. Range Mangt.	18	
	xiii. Soil & Water		

Engineering	14	----
Sub-Total for Egerton University	217	-----

2. JKCAT

Agriculture Eng.	40	KCE/EACE Div.
Food Tech	18	II with five
Horticulture	20	credits, three
Architectural Tech.	8	of which must
Building Construc.	10	be in Biology,
Irrigation Tech.	8	English Lang.,
Motor Vehicle	14	Physical
Construction Plant	11	Science &
Electrical Insta.	14	Maths.
Electronics	15	
	----	
Sub-Total for JKCAT	158	
	-----	

3. KEWI

Dip. in Water Eng.	40	For Dip.
Dip. in Water Supp.	35	Courses,
Dip. in Surface		Div. II
Water	35	with Credit
Dip. in Ground W.	35	passes in
Dip. in Surveying	10	Maths,
Dip. in Build. Con.	10	Physics and
Dip. in Lab. Tech.	15	Chemistry
Mechanical Enginee.	10	done sepa-
Electrical Enginee.	10	rately &
Plumbing & Pipe		English Lang.
Fitting	10	or Lugha ya
Power Plant Mech.	10	Kiswahili
Plant Mech.	5	
Motor Vehicle Mech.	5	For Cert.
Panel Beating	5	Courses, A
General Machinist	10	minimum of
Masonry	10	Div. III at
Carpenter and		KCE level
Joiners	10	with ordin.
Diesel Engine		passes in
Mechanics	5	Maths,
Welding	5	Physical-
Tunners	5	Science or
Fitters	5	Physics and
	----	Chemistry
Sub-Total for KEWI	295	done separ.
		English Lang.

-----  
or Lugha ya  
kiswahili.

4. College of Health Prof.	Dip. in Community Oral Health 9 Dip. in Dental Tech. 7 Dip. in Environmental Health 16 Dip. in Med. Lab. Technology 25 Dip. in Occupational Therapy 23 Dip. in Orthopaedic Technology 7 Dip. in Pharmacy 7 Dip. in Physiothe. 37 Dip. in Radiography 9 Kenya R. C. Nurse 149 Community Nutrition Technician 29 Medical Records Technician 29 Medical Lab. Tech. 107 Public Health Tech. 199 Enrolled Community Nurse 528  Sub-Total for College of Health 1208 -----	For Dip. Courses, KCE Div. I or II certificate with six credits which include Eng. Lang., Biology Physics with Chemistry or Physical Science, General Science or Physics and Maths & Techn. Drawing.
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**Certificate Courses:**  
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For Community Nutrition, Public Health, Medical laboratory and Enrolled Community Nursing, a KCE Div. III certificate is required. It should include a credit in English Language/Literature in English, and a credit in any one of the following: Biology, Maths, Physics, Chemistry, General Science, Domestic Sciences, Foods and Nutrition.  
-----

5. Ahiti Nyahururu	Certificate in Animal Health	93	Agricultural Certificate Courses; KCE Div. III Cert. with credits in Biology, Physical Science or General Science and passes in Maths and English Language or Kiswahili
6. Ahiti Kabete	i. Animal Health ii. Range Management iii. Hides & Skins	63 35 18	
7. Ahiti Ndomba	Cert. in Animal Health	190	
8. Bukura Agricultural Institute	Certifi. in Agriculture	106	

9. Embu Agri. Institute	Cert. in Agriculture	97	Animal Health Courses; A Div. III
10. Kilifi Agr. Inst.	Cert. in Agriculture	197	Cert. of 35 points with passes in Maths
11. Dairy Training Sch. Naivasha	Cert. in Dairy Tech.	40	English Language or Kiswahili and at least a credit in any of the following subjects: Biology
	Sub-Total for Ahiti's and Agricultural Institutes	839	Physical Science & General Science.

### 3.5 MINISTRY OF EDUCATION INSTITUTIONS:

The Ministry of Education is responsible for administering Education system in the country. This involves formulation of policies, action plans that guide the country's education and training system. The following is a list of Teacher Training Colleges by type of courses offered, number of trainees and entry requirements:-

INSTITUTION	TITLE OF COURSE	NO. OF INTAKE
1. Siriba TTC	Dip. in Teacher Training	406
2. Kagumo TTC	Dip. in Teacher Training	499
3. Kenya STC	Dip. in Teacher Training	278
4. Moi TTC	Dip. in Teacher Training	422
5. Kisii TTC	Dip. in Teacher Training	236
6. Laikipia STC	Dip. in Teacher Training	269
7. Kenya Tech. TC	Dip. in Teacher Training	170
	Sub-Total for Diploma	2281

\*KTTC is in the Ministry of Technical Training and Applied Technology but trains teachers to get Diploma in Teacher Education.

#### Minimum Entry Requirements

Diploma in Teacher Education: Entry requirements are: At least one Principal and two subsidiary passes in subjects taught in secondary schools.

#### KTTC Diploma Courses:

"O" level Div. II from a technical secondary school with credit passes in Maths, Science (Not Health Science or General Science) English Language and Technical subjects: or "O" level Div. II with credit passes in Maths, Science and English Language plus KNEC craft certificate part one (or its equivalent) in relevant

subject area of specification.

INSTITUTION	TITLE OF COURSE	NO. OF INTAKE
8. Asumbi TTC	PI Teachers Course	417
9. Egoji TTC	PI Teachers Course	306
10. Eregi TTC	PI Teachers Course	548
11. Highridge TTC	PI Teachers Course	224
12. Kaimosi TTC	PI Teachers Course	480
13. Kamwenja TTC	PI Teachers Course	411
14. Kericho TTC	PI Teachers Course	409
15. Kigari TTC	PI Teachers Course	460
16. Kilimambogo TTC	PI Teachers Course	456
17. Machakos TTC	PI Teachers Course	423
18. Meru TTC	PI Teachers Course	200
19. Mosoriot TTC	PI Teachers Course	350
	P2 Teachers Course	57
	P3 Teachers Course	27
20. Migori TTC	PI Teachers Course	495
21. Shanzu TTC	PI Teachers Course	253
	P2 Teachers Course	67
22. Thogoto TTC	PI Teachers Course	311
	Sub-Total for Primary Teachers T. C.	6015

**MINIMUM ENTRY REQUIREMENTS:**

For PI Course, a KCE Div. III and above is needed.

For P2 Course, a KCE Div. IV or KJSE.

For P3 Course, a CPE with not less than 15 points.

**MINISTRY OF TECHNICAL TRAINING AND APPLIED TECHNOLOGY PRE-SERVICE COURSES INCLUDING THOSE CONDUCTED AT THE 3 NATIONAL POLYTECHNICS:**

3.6 The Ministry of Technical Training and Applied Technology is charged with the responsibility of formulating policies, objectives and strategies to guide technical training programmes in the country. This broad function includes:

- Technical Training Policy
- Technical Education Programmes
- Institute of Technology Programmes
- National Polytechnic Programmes
- Youth Polytechnic Programmes
- Technical Vocational Training Programmes
- Jua Kali Development Programmes
- Vocational Training (D.I.T.) Programmes.

The following are the list of Institutions under Ministry of Technical Training and Applied Technology by courses offered,

intake, and minimum entry requirements.

INSTITUTION	COURSES OFFERED	NO. OF INTAKE	
1. Kenya Poly.	Graphic Design (Evening)	27	
	Graphic Design (Full-time)	58	
	Proof Reading	24	
	Ordinary Dip. Earth Sciences	6	
	OD. Applied Chemistry (Day Release)	18	
	OD. Applied Chemistry (Sandwich)	14	
	OD. Applied Biology	4	
	OD Medical (Sandwich)	13	
	OD. Medical (Day Release)	12	
	OD. Biology Lab.	16	
	OD. Food Technology	13	
	Audio Visual Technician	52	
	C. P. A. I	57	
	IPS	24	
	CPS	30	
	Sec. Legal	24	
	Labour Organ. & Movement	27	
	OD. Applied Statistics	33	
	OD. Institutional Management	72	
	Sec. Medical	21	
	Technician Building Course	19	
	Library Studies	115	
	Archival Studies	36	
	Applied Statistics	33	
	Computer Studies	38	
	Business Administration	88	
	Secretarial (P.A.)	31	
	Clothing Technology	27	
	Environment Studies	29	
	Automotive	45	
	Land Survey	48	
	Civil Engineering	47	
	Dip. in Electri. Installation	57	
	Dip. in Elect. Telecomm.	48	
	Dip. in Electri. (Electronics)	38	
	Dip. in Electrical (Power)	39	
	Dip. in Engineering (Aeronautical)	27	
		----	
		Sub-Total for Kenya Poly.	1310
			----

#### MINIMUM ENTRY REQUIREMENTS

KCE Certificate with Credits in English, Mathematics, Physics/Physical Science or other relevant subjects. The candidates who passed in technical subjects are given preference.

2. Mombasa Poly.	Dip. in Computer Studies	43
	Electrical Eng. Tech. (Power)	145
	Electrical Installation Tech.	17
	Telecommunications Eng. Tech.	39
	Ord. Dip. in Electrical and Electronics Engineering	70
	Motor Vehicle Technician	57
	Ordinary Dip. in Science Laboratory Technology	60
	Ordinary Dip. in Medical Laboratory Technology	14
	Construction Tech. Course	65
	Ord. Dip. in Civil Eng.	60
	Ord. Dip. in Building	34
	Fabrication & Welding Tech.	17
	Ord. Dip. in Mechanical Eng.	50
	Dip. in Medical Engineering	21
	Industrial Measurement Control Technician	17
	Diploma in Motor Vehicle	23
		---
	Sub-Total for Mombasa Poly.	662
		---
	3. Eldoret Poly.	Certified Public Accountants
Plant Engineering		24
Chemical Process		21
Agricultural Engineering		16
Business Administration		39
Computer Science		17
Secretarial Studies		19
Production Technology		19
Plant Engineering		18
Applied Science		20
		---
Sub-Total for Eldoret Poly.	268	
	---	
4. National Youth Polytechnics (Craft Courses)	Nairobi Area - 2Y/P	244
	Western Province 43Y/P	3672
	North-Eastern Province 8Y/P	301
	Nyanza Province 55Y/P	3412
	Central Province 66Y/P	4458
	Coast Province 44Y/P	5424
	Rift Valley Province 53Y/P	3547
	Eastern Province 49Y/P	5424
	-----	
Sub-Total for Youth Polys.	26,482	
	-----	

## MINIMUM ENTRY REQUIREMENTS

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There are no specific academic requirements for Craft Courses. Some primary school leavers are admitted for such courses as well as form II or form IV leavers.

5. Tech. Training Institutes (17 Insts. formerly Technical Sec. Schools)	General Fitter	408
	Motor Vehicle Mechanics	22
	Agricultural Mechanics	45
	Electrical Installation	40
	Welding and Fabrication	72
	Carpentry and Joinery	615
	Masonry	100
	Plumbing	240
	Mechanical Engineering	240
	Electrical Engineering	216
	Automotive Engineering	200
	Agricultural Mechanics	60
	Brick Laying & Concreting	140
	Clothing Technology	55
	Certified Public Accountants	315
	Certified Public Secretaries	60
	ACNC	770
	Shorthand Typists	140
		-----
	Sub-Total for TTIs	3738
		-----

## MINIMUM ENTRY REQUIREMENTS

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KCPE leavers with 36 points and above are admitted into these Institutes. Also school leavers with Division IV are admitted into these Technical Training Institutes.

### HARAMBEE INSTITUTES OF TECHNOLOGY

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6. WECO	Diploma in Water Engineering	26
	Business Education	36
	C. P. A. I	16
	Mechanical Engineering	144
		-----
	Sub-Total for WECO	222
		-----
7. Meru Institute of Technology	Agriculture	100
	Building	30
	Metal Mechanic	42
		-----
	Sub-Total for Meru Inst.	172

		---
8. Muranga College of Technology	Mechanical Engineering Electrical Engineering Textile Technology Catering Diploma in Water Technology Motor Vehicle Mechanic Business Accounts Woodwork Masonry	72 72 45 24 15 25 85 25 24
	Sub-Total for Muranga C. T.	511
		---
9. Sangalo Insti. of Technology	Agriculture Automotive Carpentry Masonry	276 12 12 12
	Sub-Total for S I T	312
		---
10. Kimathi Inst. of Technology	Building Carpentry Electrical Engineering Business Education C. P. A. Motor Vehicle Mechanic A C N C	207 11 12 42 64 14 17
	Sub-Total for K I T	535
		---
11. Coast Institute of Technology	C. P. A. A C N C Transport Management Building Carpentry Plumbing	35 48 30 14 14 9
	Sub-Total for C I T	150
		---
12. Kaimosi Inst. of Technology	Copy Typist A C N C C. P. A. Food Technology	105 160 30 65
	Sub-Total for Kaimosi I. T.	360
		---

13. Rift Valley Institute of Technology	Agriculture	95
	Building	160
	Electrical Engineering	100
	Textile Technology	200
	Commerce	200
	Water Technology	150
	Sub-Total for RVIT	906
		----
14. Mathenge Inst. of Technology	Block-Laying	40
	Automotive Making	55
	Catering	46
	A C N C	30
	Sub-Total for M I T	171
		----
15. Siaya Institute of Technology	General Agriculture	20
	Carpentry/Joinery	20
	Plumbing	20
	Masonry	20
	Sub-Total for S I T	80
		----
16. Kirinyaga Inst. of Technology	Carpentry & Joinery	60
	Masonry & Block-Laying	60
	Electrical Installation	60
	Clothing Technology	120
	Plumbing	60
	Sub-Total for K I T	360
		----
17. Moi Institute of Technology	Garment making	62
	Building Technology	60
	Motor Vehicle	20
	Masonry	40
	Electrical Engineering	52
	Business Education	40
	Sub-Total for M I T	314
		----
18. Ukamba Inst. of Technology	Animal Production	81
	Crop Production	31
	Basic Science	31
	Sub-Total for UKAI	143
		----

19. Gusii Institute of Technology	Carpentry and Joinery	15
	Plumbing	15
	Electrical Installation	15
	Masonry & Block-Laying	15
	Secretarial	40
	A C N C	40
	Copy Typist	40
		---
	Sub-Total for G I T	180
		---
20. Embu Institute of Technology	Carpentry & Joinery	72
	Secretarial	52
	Bakery	60
	Plumbing	72
	Masonry	72
		---
	Sub-Total for E I T	400
		---
21. Rwika Technical Institute	Craft Courses	189
22. Ramogi Inst. of Technology	Craft Courses	575
		-----
	Total for H I Ts	5490
		-----

#### MINIMUM ENTRY REQUIREMENTS

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There are no specific academic requirements for admission into Harambee Institutes of Technology. But generally speaking, "O" level and "A" level school leavers are normally admitted into these Institutes with relevant passes according to the courses they undergo. These are people with Div. III and above at "O" level and /or with principal and subsidiary passes at "A" level.

#### NATIONAL INDUSTRIAL AND VOCATIONAL TRAINING PROGRAMMES (UNDER DIRECTORATE OF INDUSTRIAL TRAINING)

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3.7 The Directorate of Industrial Training (DIT) offers a variety of up-grading courses at its training centres in Nairobi, Kisumu and Mombasa. These courses are for people who are already employed in both public and private sector but are at a limited skill level and who wish to increase their knowledge and skills in the occupation they are engaged in. Such courses are intended for people who have no experience in the trade or occupation concerned. Such skill up-grading courses include Motor Vehicle Mechanic,

Motor Vehicle Electrician, Panel Beater, Fitter General, Twiner, Welding General, Electrical Installation, Electronic Mechanic, Horology or Watch Repair, etc.

There are pre-service courses for school leavers. During the year under review, candidates were admitted into DIT as follows:-

INSTITUTION	COURSES OFFERED	NO. OF INTAKE
1. Directorate of Industrial Training (NIVT Nairobi, MITC Mombasa, KITC Kisumu)	Motor Vehicle Mechanics	115
	Plant Mechanics	19
	Diesel Engine Mechanics	18
	Motor Vehicle Electrician	25
	Panel Beaters	4
	Fitter General	27
	Fitter Mechanical Maintenance	26
	Turner	7
	Mechanical General	19
	Welder General	13
	Electrical Installation	93
	Electrical Fitter	32
	Refrigeration and Air Conditioning Mechanics	10
	Electronic Mechanics	19
	Power Plant Mechanics	15
	Masonry	37
	Carpentry and Joinery	29
	Plumber Pipe Fitter	33
	Textile Spinning Technician	9
	Textile Weaving Technician	8
Textile Processing Technician	10	
	Sub-Total for DIT	568

#### MINIMUM ENTRY REQUIREMENTS

KCE "O" level Div. II with credits in Maths, Physics, English Language and an appropriate science subject or its equivalent.

#### PRE-SERVICE COURSES OFFERED BY DEPARTMENTAL INSTITUTIONS:

3.8 There are certain Government Departments whose skill requirements are peculiar to themselves and therefore require their own internal staff training. Such Institutions are:

- Co-operative College of Kenya

- Forestry Training College
- Kenya Institute of Mass Communications
- Prisons Staff Training College
- Institute of Meteorological Training and Research
- East African School of Aviation

Recruitment is done by the Public Service Commission but under certain circumstances and conditions it thinks fit, the PSC under section 107 (1) of Kenya constitution, it may delegate its powers to any of the Departments/Ministries to recruit students for Pre-service courses into these institutions.

During the year under review, students were admitted into the Departmental Institutions as follows:-

INSTITUTION	COURSES OFFERED	NO. OF INTAKE
i. Co-operative College of Kenya	Dip. in Co-operative Movement (ACO)	59
	Dip. in Co-operative Movement (Audit)	30
		---
	Sub-Total for Co-operative	89

#### MINIMUM ENTRY REQUIREMENTS

A KACE with Principal passes one of which must be in Economics, and one Subsidiary pass, either in Literature in English or Geography.

ii. Forestry Training College	Forest Assistant Trainees	62
----------------------------------	---------------------------	----

#### MINIMUM ENTRY REQUIREMENTS

Div. III in KCE with 3 Credits in Maths, Biology and either Physics with Chemistry, Physical Science or General Science.

iii. Kenya Inst. of Mass Comms.	Diploma in Television Production <sup>20</sup>	
	Diploma in Radio Production	20
	Studio Technician Operator	20
	Assistant Film Officer	24
		---
	Sub-Total for KIMC	84
		---
iv. Prisons Staff Training College	Recruit Wardens/Wardresses	547

**MINIMUM ENTRY REQUIREMENTS**  
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Recruits-school leavers aged between 18 and 22 with at least a pass in KCPE. Must be 5ft. and 8 in. in height or above. Physically fit. "O" level & "A" leavers are in high demand now.

v. Institute of Meteorological Training and Res.	World Meteorological Class I Course	15
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**MINIMUM ENTRY REQUIREMENTS**  
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Minimum of Div. II in KCE with credits in Physics and Maths or Physical Science.

vi. East African School of Aviation	Air Traffic Cont. Assts. Course	15
	Air Traffic Cont. Officers Course	31
	Aeronautical Fixed Service Course	15
		---
	Sub-Total for EASA	61
		---

**MINIMUM ENTRY REQUIREMENTS**  
-----

Minimum of KCE Div. III with credit passes in Physics, Maths, English Language and other relevant Science and Arts subjects.

vii. Kenya Institute of Mass Communications minimum requirements are many and varied. They are as follows:

- (a) Diploma Courses
- Film Producer

Applicants must be University graduates in History, Geography, Sociology, Economics, Political Science and General Science. They must have proven interest in music and photography.

viii. The following are the two year courses for KACE holders:

- (i) Assistant Information Officer (Trainees)
- (ii) Assistant Radio Producer (Trainees)
- (iii) Assistant TV Producer (Trainees)

These courses require one to be in possession of 2 principals, one of which must be in Literature in English, while the second one from any of the following subjects: Kiswahili, History, Economics and Geography. In addition one must have obtained credits in Kiswahili and English Language at KCE level.

- (b) Certificate Courses

- Assistant Film Officers (Trainees)
- ix. A KCE Div. II certificate with Credits in English Language and Kiswahili. One must be fluent in both written and spoken Kiswahili with proven interest in Music and Photography.
- Assistant Inspectors - Electronics (Trainees)
- x. A KCE Div. II Certificate with credits in Maths, Physical Science or Physics with Chemistry and English Language.
- Studio Technical Operators (Trainees)
- xi. A KCE Div. II certificate with good passes in Maths, Physical Science and English Language.
- Assistant Information Officers (Trainees)
- xii A KCE Div. II certificate with Credits in Maths, Physical Science and English Language. Fluency in written and spoken Kiswahili and English are essential.

#### NATIONAL YOUTH SERVICE

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##### (i) Requirements:

- 3.9 The National Youth Service is open to Kenya Citizens who are eighteen years and above. Recruitment is done on a district basis on date advertised in the press and obtained from District Commissioners' Offices. Applicants must be physically fit. There are no particular requirements in current intakes, about half the recruits accepted are of KCE standard. Applicants must be willing to accept the strict discipline required in a uniformed force and to serve anywhere in Kenya.

##### (ii) Recruitment - 1988

During 1988, National Youth Service admitted 2,200 men and 800 women for various courses.

#### STATE CORPORATION CO-ORDINATED COURSES

---

- 3.10 A number of State Corporations have established training institutions to provide training programmes to meet their own skill requirements as well as the demands for other organizations in the same industry.

During the year under review, admission into State

Corporation Institutions were as follows:-

<u>INSTITUTION</u>	<u>COURSES OFFERED</u>	<u>NO. OF INTAKE</u>
i. Kenya Utalii College	Dip. in Hotel Management	20
	Cert. in Front Office Operation	32
	Cert. in Food Production	28
	House-Keeping and Laundry	30
	Food Beverage Science & Sales Basic	100
	Food Beverage Science & Sales Advanced	32
	Travel Operations Certificate	25
	Tour Guide Associate Diploma	25
	Sub-Total for Kenya Utalii Co.	295

MINIMUM ENTRY REQUIREMENTS

For Diploma Courses; at least one "A" level principal pass in either Economics or Geography; and KCE Div. II certificate with Credits in both English Language and Maths. Aged 19-30 years.

For Certificate courses; Minimum of Div. III with Credits in Maths, English Language, Geography and other relevant subjects depending on the courses taken.

ii. Kenya Power & Lighting Training School	Apprentice Linesmen	108
	Apprentice Mechanical Fitters	20
	Apprentice Electrical Fitters	46
	Apprentice Motor Electricians	20
	Apprentice Motor Mechanics	18
Sub-Total for KP & L Co.	176	

MINIMUM ENTRY REQUIREMENTS

KCE Div. III with Credit passes in English Language, Mathematics and Physical Science. These are for Craftsmen Courses. The Technician Courses require a minimum of Div. II at "O" level with Credits in English Language, Maths and Physical Science.

iii. Railway Training School	Trainee Personnel Clerks(A-Level)	9
	Trainee Clerks/StoreKeepers "O" L.	13
	Trainee Station Masters	20
	Trainee Accounts Clerks (Div. I)	8
	Trainee Marine Engineers	6
	Trainee Computer Operators	8
	Trainee Accounts Clerks	12
	Trainee Personnel Clerks	8

Trainee Clerks/Store-Keepers (Div. II)	18
Trainee Overseers	2
Trainee Cartographers/Draughtsmen	6
Trainee Computer Operators(DivII)	10
Trainee Computer Operators(DivIII)	6
Trainee Personnel Clerks (Div III)	13
Trainee Accounts Clerks (Div III)	13
Trainee Clerks/Store-Keepers (Div. III)	20
	-----
Sub-Total for Railways Training	172
	-----

#### MINIMUM ENTRY REQUIREMENTS

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Clerical Courses require people with Div. III in KCE and above. Higher Courses require a University Degree in relevant subjects like Economics, Commerce or Business Administration.

iv. Kenya Posts & Telecommunications Training Insts. (CTS & KTS)	Pupil Engineers	7
	Telecommunications Techs. Assts.	72
	Telecomm. Technical Officers	20
	Assistant Telecomm. Controller	15
	Group Switching Centre Exchange Course (TD)	33
	Telephone Assistants Operators	186
	Assistant Postal Controllers Course	9
	Postal Officers (New Entrants)	101
		-----
	Sub-Total for KP & TC	443
		-----

#### MINIMUM ENTRY REQUIREMENTS

-----

Basic Technician Trainee Courses require school leavers with "A" Subsidiary passes in Maths, Physics and General Paper, Credit in English Language at "O" Level. Postal Officers course requires candidates with EACE/KACE or its equivalent with passes in Maths, English and Geography. Generally, there are many Pre-service courses for "O" level and "A" level leavers as well as University Graduates.

#### NATIONAL UNIVERSITIES

-----

3.11 The Universities are Institutions of higher learning and are the main suppliers of the high level manpower requirements to both Public and Private Sectors.

Over the last 5 years, the student intake in Public Universities has increased tremendously. This is as a result of establishment of three additional Universities (Kenyatta, Moi, and Egerton) besides University of Nairobi.

3.12 The following table shows the four Universities by degree programmes offered, entry cut-off points and the number of intake.

1988/89 ADMISSIONS (1987 "A" LEVEL CANDIDATES)

ENTRY REQUIREMENTS:

i. UNIVERSITY OF NAIROBI

DEGREE PROGRAMME	CUT-OFF POINT	SUB-TOTAL	TOTAL
B.Sc (Agriculture)	7	123	
B.Sc (Food Science & Tech.)	11	23	177
B.Sc (Range Management)	7	31	
Bachelor of Architecture	15	40	
B.A. (Building Economics)	14	16	
B.A. (Land Economics)	15	32	111
B.A. (Design)	11	23	
Bachelor of Arts	10	743	743
B.A. (Anthropology)	10	98	98
B.Ed (Arts)	10	421	421
Bachelor of Commerce	14	390	390
B.Sc Agricultural Engineering	12	18	
B.Sc Civil engineering	13	70	
B.Sc Electrical Engineering	13	65	227
B.Sc Mechanical Engineering	13	49	
B.Sc Surveying and Photogrammetry	12	25	
Bachelor of Laws			
Bachelor of Dental Surgery	13	21	
Bachelor of Pharmacy	14	40	169
Bachelor of Medicine & Bachelor of Surgery (M. B. CH.B.)	13	108	
Bachelor of Science	8	262	262
Bachelor of Veterinary Medicine	10	96	96

TOTAL		2,854	2,854
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ii. EGERTON UNIVERSITY  
-----

B.Sc Agricultural Engineering	12	23	
B.Sc Agricultural & Home Economics	7	40	
B.Sc Horticulture	7	60	
B.Sc Animal Production	7	65	
B.Sc Agriculture Education	7	69	1,202
B.Sc Agricultural Economics	7	60	
Bachelor of Science	8	80	
B.Ed (Science)	9	93	
Bachelor of Arts	10	712	

iii. MOI UNIVERSITY  
-----

B.Sc Forestry	7	35	
B.Sc Wildlife Management	7	25	
B.Sc Wood Science & Tech.	7	22	
Bachelor of Tech. (Production)	13	17	
Bachelor of Tech. (Electrical and Communication)	13	30	1,178
Bachelor of Science	8	100	
Bachelor of Education (Arts)	10	550	
B. A. (Cultural Studies)	10	354	
B. A. (Information Science)	10	45	

iv. KENYATTA UNIVERSITY  
-----

B. Ed (Arts)	10	804	
B.Ed (Special Subjects)			
- French, Music, Fine Arts and Home Economics	8	105	1,967
B.Ed (Science)	9	245	
Bachelor of Arts	10	591	
Bachelor of Science	8	170	
Bachelor of Commerce	14	42	
GRAND TOTAL		7,201	7,201

3.13 During 1988, 61,448 school leavers were admitted for various courses in the existing Public Institutions.

Summary of Pre-Service Courses 1988  
-----

Level of Courses -----	No. of In-take -----
University Degree Programmes	7,201
Diploma Programmes	4,509
Certificate Courses	51,517
TOTAL	61,448

3.14 The above summary shows the ratio as 1:0.62:7.15. This creates a serious Paradox in the system. Steps should be taken by the Government to reverse the ratio to 1:5:30 which is the recommended one in any given system.

## CHAPTER 4

### LOCAL IN-SERVICE TRAINING PROGRAMMES DURING 1988

4.0 In-service training refers to the provision of training opportunities to serving officers in order to enable them acquire their skills, and to expand their abilities and capacities to respond more efficiently and effectively to the changing demands of the working environment.

4.1 The primary objective of in-service training is to improve the productivity of the employees. It also enables the organization to have a smooth succession at all levels. These include long course for professionals qualifications, and short programmes which are either tailor made to solve specific performance deficiency, or general informative programmes to broaden the employees understanding of the working environment.

4.2 During 1988, local in-service training was undertaken at four district levels.

- i. Training for operative cadre such as clerks, skill up-grading courses for Copy Typists and Secretaries extension workers, Technicians, Drivers, Telephonists. These are cadres ranging from Job Group "A/G".
- ii. Middle Management Cadre. Training for this cadre covers the first, second and third supervisory lines of Supplies officers, Administration officers, Accountants, Executive officers, Planners, Social Development officers, Magistrates, Probation officers. These range from Job Group "H/L".
- iii. Training for Senior Management. Training for this cadre include District Commissioners, Under Secretaries, Senior Assistant Secretaries, Senior Magistrate, Lt. Colonels, Scientific Technical officers, Clerks Local Authorities, Assistant Commissioners of Police and Prisons, Deputy Departmental Heads. These range from Job Group "M/P".
- iv. Training for Senior Executive Managers. Training for this category include Deputy Secretaries, Heads of Technical Departments, Principal Magistrate, Principal State Counsels, Colonels, Town Clerks, Deputy Commissioner of Police and Prisons, Managing Directors of State Corporations.

4.3 A number of training programmes were conducted to cover all these cadres in Government Training Institutions at KIA, GTI Mombasa and Maseno, in District Development Institutes, and other public training institutions as provided in table

LOCAL IN-SERVICE TRAINING DURING 1988

INSTITUTION	TITLE OF COURSE	NO. OF TRAINEES
i.KENYA POLYTECHNIC	1. Applied Science	151
	2. Building & Civil Engineering	333
	3. Business Studies	393
	4. Electrical Engineering Dept.	317
	5. Graphic Arts	366
	6. Information & Liberal Studies	275
	7. Mechanical Engineering Dept.	265
	8. Institutional Management	121
SUB-TOTAL		2221
ii.MOMBASA POLYTECHNIC	1.HND- Mechanical Engineering (three programmes running)	71
	2.HND Construction (building)	21
	3.HND Construction (structural)	5
	4.HND Construction (highways)	7
	5.HND Electrical/Electronics	112
SUB-TOTAL		216
iii.ELDORET POLYTECHNIC	1. Plant Engineering	7
	2. Agricultural Engineering	1
	3. Production Engineering	1
	4. Science Laboratory Technology	21
	5. Business Administration	2
	6. CPA 1	5
SUB TOTAL		37

iv.E.A.  
SCHOOL  
OF AVIATION

1. Aeronautical Communication	12
2. Air Traffic Assistant Course	13
3. Aeronautical Information Service Course	30
4. Aeronautical Communication	6
5. Area Airways Course	8
6. Instructional Techniques	9
7. Electronics Workshops	3
8. Digital Techniques	29
9. Advanced Radar Principal	5
10. Microprocessor Course	23
11. Aeronautical Mobile station	10
12. Voice Training	21
13. Radar Principal	23
14. Apron Marshallers	22
15. ATC Induction	7
16. Approach Radar	9
17. Instructional Techniques	10
18. Air Traffic Control Assistant	46
19. Aeronautical Fixed Service Course	15

SUB-TOTAL 301

v.KENYA UTALII  
COLLEGE

1. Supervisory Housekeeping (Two courses)	42
2. Laundry and Dry Cleaning Supervision	14
3. Mass Food Production Refresher (Five courses conducted)	44
4. Ala Carte Cookery Refresher (Five courses conducted)	53
5. Entreprenmetier Refresher	13
6. Bakery Refresher (Five courses conducted)	40
7. Buffet Refresher (Two courses conducted)	22
8. Front Disk Operations Refresher	37
9. Food and Beverage Control (Two courses conducted)	40
10. Selling Wines and Liqueurs Refreshers (Two courses conducted)	36
11. Food and Beverage Service Techniques	21
12. Role of the Supervisor	34
13. Maintenance Supervisor	16
14. Four Drivers Refresher (Three courses conducted)	63
15. Four Officers Refresher	31

SUB-TOTAL 506

vi. EMBU INST. OF AGRICULTURE	1. Certificate in Agriculture for upgrading	100
	2. Certificate in Agriculture for upgrading	8
SUB-TOTAL		108
vii. INSTITUTE OF METEOROLOGICAL TR. & RESEARCH	1. World Met. Organization Class II	18
	2. World Met. Organization Class III	15
	3. Agrometeorology	2
	4. World Met. Organization Class iv	3
	5. Advanced Forecasting	4
	6. World Met. Class I	15
SUB-TOTAL		57
viii. KENYA INST. OF ADMINISTRATION (KIA)	Kenya Staff College Seminar	13
	Senior Management Seminar	61
	Advanced Public Administration	30
	Administrative Officer Induction	122
	Resource Management Development course	22
	Immigration Offer Course	27
	Executive Development Programme in Public Finance	14
	Senior Finance Management Course	25
	Middle Manager Finance Management Course	24
	Diploma in Supplies Management Course	26
	CPA II & III	52
	CPS III	22
	Computer Course	128
	Managing Urban Development	18
	Solid Waste Management	17
	Local Government Management	21
	Project Development & Management	52
	Local Government Finance	22
	Housing and Estates Management	20
	Social Development Management	37
	Planning service for the offenders in Community	24
	Probation Officers	20
	Social Development	78
	Speech Writing and Public Speaking	35
	Effective Management Communication	42
	Advanced French Courses and Basic French Courses	58
SUB-TOTAL		1010

ix.G.T.I. MOMBASA	1. Clerical Course	114
	2. CPA I C.G.	80
	3. CPA I L.G.	50
	4. CPA II L.G.	22
	5. CPA II C.G.	27
	6. Chief Officers Financial Management	26
	7. Shorthand Typist Upgrading	20
	8. Copy Typist Upgrading	22
	9. C.P.S. II L.G.	25
	10. C.P.S. I L.G.	22
	11. DEC - TOT Programmes	115
	12. Divisional Development Committee	79
	13. Community Nurse Course	22
	14. Dip. Supplies Management I & II	24

SUB-TOTAL 648

x.G.T.I. MASENO	CPS I Sec. I	43
	CPA I & II	114
	BSM I & II	26
	Audit Assistants	19
	B.S.D.C.	38
	SDA	48
	T.O.T. (GTI) Lecturers	25

SUB-TOTAL 326

xi.K.P. & T.  
CENTRAL TRAINING  
SCHOOL MBAGATHI  
& K.T.S.

1. Electronics Programmes (3 Programmes)	45
2. Subs - Apparatus (10 courses)	60
3. External Programmes (23 courses)	127
4. Switching Programmes (10 courses)	71
5. Transmission Programmes (9 programmes)	55
6. Radio (13 courses)	76
7. Power Plant (7 courses)	30
8. Management Development (8 Different programmes)	282
9. Financial Training Programmes (5 programmes)	85
10. Postal Training Programmes (11 courses)	305
11. Overhead Distribution (4 courses)	33
12. Cable Jointing (3 courses)	30
13. UG. Principal (3 courses)	31
14. Basic UG. Fault Localization (5 courses)	26
15. Adjustment IA (7 courses)	63
16. Subs - Auto Teles Advanced	11
17. Elementary Subs - Apparatus (6 courses)	86

	18. Magnets Subs Exchange (4 courses)	22
	19. Subs Apparatus (4 courses)	38
	20. Subs Auto Teles Initial (4 courses)	41
	21. Overhead Courses (6 courses)	152
	22. Postal Programmes (6 courses)	162
<b>xii.CO-OPERATIVE COLLEGE</b>		
	1. Co-operative Business Administration (CBA)	70
	2. Certificate in Co-operative Administration	60
	3. Diploma - In-Service in Co-operative Management	31
<b>SUB TOTAL</b>		<b>161</b>
<b>xiii.JKCAT</b>		
	Food Technology	5
	Agricultural Engineering	12
	Horticulture	22
	Architecture	7
	Building Construction	8
	Irrigation Technology	12
	Construction Plant Technology	4
	Motor Vehicle Technology	3
	Electrical Installation	3
<b>SUB TOTAL</b>		<b>76</b>
<b>xiv.KENYA WATER INSTITUTE</b>		
	1. Surface Water	5
	2. Ground Water	5
	3. Water Supply Technology	5
	4. HND - Construction	4
	5. HND - Mechanical	5
	6. HND - Electrical Engineering	7
	7. Construction (OD)	3
	8. MVM Technician Plant I & II	5
	9. Electrical Engineering part I & II	6
	10. Computer Science	5
	11. Civil Engineering (OD)	11
	12. Electrical Engineering Plant III	4
	13. Industrial Measurements Construction Technician	5
	14. HND Land Surveying	5
	15. HND Water Engineering	20
	16. HND Analytical Chemistry	6
	17. Construction (OD)	4
	18. Environmental Studies (OD)	10
	19. Graphic Design & Communication Studies	1
	20. MVM Part III	15
<b>SUB TOTAL</b>		<b>137</b>

xv. DAIRY TR. SCHOOL NAIVASHA	1. Rural Dairy Management	19
xvi. KENYA TECH. TEACHERS TR. COL.	1. Instructors Part I	28
	2. Instructors Part I	21
	3. Senior Instructors Part II	17
	4. Hospital Maintenance Instructors	25
	5. Training Officers	14
SUB TOTAL		105
xvii. <u>TEACHER TRAINING COLLEGES.</u>		
ASUMBI T.T.C.	In-Service Course for Untrained	300
MACHAKOS T.T.C.	In-Service Course for PTE I	95
	= PTE II	118
	= PTE III	90
SUB TOTAL		303
KILIMAMBOGO T.T.C.	P1 In-Service Course for Untrained	68
	P2 In-Service for Untrained	131
	P3 In-Service for Untrained	62
SUB TOTAL		161
EREGI TEACHERS TRAINING COLLEGE	P1 In-Service for Untrained	65
	P2 In-Service for Untrained	171
	P3 In-Service for Untrained	54
SUB TOTAL		290
HIGHRIDGE T.T.C.	P1 In-Service for Untrained	70
	P2 In-Service for Untrained	172
SUB TOTAL		242
MIGORI T.T.C.	P1 In-Service for Untrained	95
	P2 In-Service for Untrained	198
SUB TOTAL		293

THOGOTO T.T.C.	1. P1 In-Service for Untrained	115
	2. P2 In-Service for UNtrained	117
	3. P3 In-Service for Untrained	39
SUB TOTAL		271
EGOJI T.T.C.	1. P1 In-Service for Untrained	91
	2. P2 In-Service for Untrained	192
	3. P3 In-Service for Untrained	31
SUB TOTAL		314
KAIMOSI T.C.	1. P1 In-Service for Untrained	76
	2. P2 In-Service for Untrained	187
SUB TOTAL		263
KERICHO T.T.C.	1. P1 In-Service for Untrained	148
	2. P2 In-Service for Untrained	343
	3. P3 In-Service for Untrained	7
SUB TOTAL		498
SHANZU T.T.C.	1. P1 In-Service for Untrained	69
	2. P2 In-Service for Untrained	134
	3. P3 In-Service for Untrained	30
SUB TOTAL		233
BANDARI COL.	1. Management Development Seminar	24
	2. Port Security Course	19
	3. Electrical Installation Phase II	13
	4. Painter Decorator Phase I	17
	5. Plant Maintenance Phase	6
	6. Maintenance Fitters Phase II	9
	7. Marine Fitters Phase II	10
	8. Work Overseers	4
	9. Effective Management	47
	10. Dock Workers Refreshers Course	88

11. Port & ITS Users Course	43
12. Office Messengers Course	21
13. Forklift Driving Skills	63
14. Expenditure Control	24
15. IPP Course	36
16. Basic Skills Dock workers	68
17. Port Administration for Supervisors	20
18. Basic Supervisory Skills	66
19. Nursery Teachers Refresher	20
20. Safety & Fire Fighting	32
21. Electrical Installation Phase II	14
22. Refrigeration Course Phase I	6
23. Marine Fitters Course Phase II	38
24. Senior Marine Fitters Course Phase IV	6
25. Printer Decorator Course Phase III	1
26. Crane Maintenance Phase II	18
27. Plant Maintenance Phase I	8
28. Welding Course	10
29. Refrigeration & Air Conditioning	6
30. Pipe Fitter	3
31. Painter/Decorator II	68
32. Plate III	2
33. Machine Setter	2
34. Fitter Permanent Way II	4
35. Superintendent of Works	13
36. Fitter III	8
37. Mason Plaster	5
38. Welder III	13
39. Fitter General II	2
40. Painter Decorator III	1
41. Mechanic III	1
42. Carpenter/Joiner III	5
43. Blacksmith III	2
44. Containerization	29
45. Welding & Metal Fabrication Phase III	10
46. Fitter Vehicle Class III	14
47. Fitter Vehicle Class I	6
48. Carpenter & Joiner II	2
49. Fitter Turner Class I	2
50. Welder Gas Arc	1
51. Auto Electrical Class III	4
52. Auto Electrical Class II	1
53. Auto Electrical Class I	1
54. Mechanic Plant Maintenance Class III	6
55. General Fitter/Crane Fitters	32
56. Fitter Crane Class II	10
57. Welder Gas & Electric Class II	4
58. Fitter Turner Class II	3
59. Fitter Crane Class I	9
60. Painter Decorator Class I	3
61. Battery Servicemen II	2
62. Ships Rigger II	1

63. Mason Plasters III	2
64. MVM III	1
65. Plumber Pipe Fitter II	1
66. Workshop on Out Turn	43
67. Workshop on Fire Fighting	9
68. Secretarial Development Course	9
69. Dock Workers Course	20
70. Junior Supervisory Course	21

SUB TOTAL

1112

## CHAPTER 5

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### 5. FOREIGN IN-SERVICE TRAINING PROGRAMME DURING 1988

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#### A : COURSES ANNOUNCED TO GOK BY DONOR AGENCIES

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5:1 The Government of Kenya receives scholarships from a number of donor countries. The number of scholarships vary from year to year and from country to country. During the year under review, the total number of scholarships awarded to Kenyans for various Training programmes outside the country were 1441. Out of this the major donors were the British Council. 529 scholarships excluding 92 re-nominations, Japan 117, Canada 75, Dutch 48, USAID 48, UN Agencies 80 etc.

#### BRITISH COUNCIL

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5:2 This is one of the largest donors providing between 450 and 550 fellowships every year. These fellowships cover both long and short courses. As a rule, the British Council does not sponsor courses lasting less than 3 months and when they do so, the Government of Kenya has to provide return tickets. Though most of these scholarships are tenable in Britain, at times, the British Council has sponsored our trainees to third world countries. The training programme under the British Council cover such field as Engineering, Education, Legal and Judicial Professions etc. In addition to the above scholarships , some fellowships are tied to the projects which are funded by the British Government. In 1988/1989 academic year, the following courses were awarded to the Kenya Government by the British Council :

**BRITISH COUNCIL SCHOLARSHIPS**

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<u>Ministry of Education</u>	<u>No of Places Allocated</u>	<u>Level of Course</u>
 (a) <u>Kenyatta University</u>		
1. Plant Taxonomy	1	PhD.
2. Microbiology	1	PhD.
3. Molecular Biology	1	PhD.
4. Statistics	1	PhD.
5. Pure Mathematics	1	PhD.
6. Maths & Statistics	1	PhD.
7. Chemistry	2	PhD.
8. Physics	2	PhD.
9. English Project	1	PhD.
10. Computer Science	1	MSc.
11. Library Science	1	MSc.
12. Foods & Nutrition	1	MSc.
13. Material Development	1	Certificate
14. Introduction on Primary and Teacher Education	3	Certificate
15. Glass Bellowing & Technology	1	Certificate
16. Management of Physics Lab. Equipment	1	Certificate
17. Management of Chemistry Lab. Equipment	1	Certificate
18. Re-Nominations	12	-
	----- 33 -----	
 (b) <u>Moi University</u>		
1. Information Science	1	PhD.
2. Science Lab Administration & Instrumentation	1	MSc.
3. Library Science	2	MSc.
4. Forest Pest Management	1	MSc.
5. Educational Administration and Management	1	MED.
6. University Adm. & Management	1	Certificate
7. Renominations	11	-
	----- 18 -----	

(c) Nairobi University

1.	Parasitology	1	PhD.
2.	Physical Planning	1	PhD.
3.	Micro Computer	1	PhD.
4.	Chemistry	2	PhD.
5.	Business Education	1	PhD.
6.	Electrical Engineering	1	PhD.
7.	Physics	2	PhD.
8.	Computer Science	1	M.Phil.
9.	Vet. Medicine	1	MSc.
10.	Mycology	1	Certificate
11.	Lab. Technology	1	Certificate
12.	Electronics	1	Certificate
13.	Electronic Microscopy	1	Certificate
14.	Computer Maintenance	1	Certificate
15.	Library Science	4	Certificate
16.	Distance Education	1	Certificate
17.	Mass Communication	1	Certificate
18.	Storage & Retrieval of Information	1	Certificate
19.	Renominations	18	-
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		41	
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(d) National Polytechnics

1.	Analytical Chemistry	1	MSc.
2.	Cell Genetics	1	MSc.
3.	Power Electronic	1	MSc.
4.	Electrical Power Engineering	1	MSc.
5.	Crop Storage	1	MSc.
6.	Production Engineering	1	MSc.
7.	Applied Statistics	1	MSc.
8.	Computer Science	2	MSc.
9.	Production Technology	1	MSc.
10.	Analytic Science	1	MSc.
11.	Instrumentation	1	MSc.
12.	Accounting & Finance	1	MA
13.	Education Technology	1	MA
14.	Food Technology	1	MA
15.	Finance	1	MBA
16.	Business Management	1	MBA
17.	Survey & Mapping	2	BSc.
18.	Soil Mechanics	1	BSc.
19.	Cartography	1	BSc.
20.	Automotor Engineering	1	BSc.

21.	Mechanical Engineering	2	BSc.
22.	Building Construction	1	BSc.
23.	Civil Engineering	1	BSc.
24.	Quantity Survey	1	BSc.
25.	Accounting	1	BA
26.	Secretarial Studies	1	BA
27.	Chemical Instrumentation	1	Pract.Att.
28.	Water Resources	1	Pract.Att.
29.	Supply & Material Management	1	Pract.Att.
30.	Renominations	6	-
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		40	
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(e) Other Ministry of Education Institutions

1.	Early Childhood Dev.	1	MEd.
2.	English	4	MEd.
3.	Education Management & Administration	3	MEd.
4.	Physics	2	MSc.
5.	Education Science	1	MSc.
6.	Operational Research	1	MSc.
7.	Industrial Educ. & Training	1	MEd.
8.	Science	3	MEd.
9.	Mathematics	4	MEd.
10.	Research Methodology	1	MA
11.	Education Planning & Evaluation	1	MA
12.	Educational Testing Measument	1	MA
13.	Plant Engineering	1	Diploma
14.	Curriculum Science	1	Post Grad.
15.	Curriculum in English	1	Post Grad.
16.	Education Administration	3	Certificate
17.	Inspection & Supervision	1	Certificate
18.	Renomination	7	-
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		36	
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Office of The President

(a) Kenya Institute of Administration

1.	Financial Management	1	MSc.
2.	General Management	1	Cert.
3.	Project Planning	1	Cert.
4.	Trainers Training	2	Cert.

5. Library Science	1	MSc.
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	6	
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(b) GTI Maseno & Mombasa

1. Financial Management	2	MSc.
2. Management & Training Techniques	2	Cert.
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	4	
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(c) D.D.C -Embu, Matuga & Baringo

1. Management of Training Techniques	3	Cert.
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(d) Government Secretarial College

1. Staff Development	1	BA
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(e) Directorate of Personnel Management

1. Personnel Management	2	Cert.
2. Training Administration	2	MA
3. Manpower Planning	1	Cert.
4. Financial Management	1	MBA
5. Management Services	2	Cert.
6. Personnel Officers in Public Service	6	Cert.
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	14	
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(f) Provincial Administration

1. Public Administration & Management	6	Diploma
2. Development Administration	2	MA
3. Renomination	8	
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	16	
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(g) Police

1. Overseas Police Command Course	5	Cert.
2. Renomination	3	
3. Finger Prints Training Course	1	Cert.
4. Scientific Aids Course	2	Cert.
5. Renomination	4	Cert.
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### Ministry of Research, Science & Technology

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1. Epidemiology, Entomology & Immunology	3	MSc.
2. East Coast Fever	2	Phd./MSc.
3. Rinderpest Programme	2	MSc.
4. Animal Production and Plant Pathology	8	MSc.
5. Equipment Maintenance	1	Cert.
6. Library Training	2	Cert.
7. Distribution & Use of Pesticides	1	Cert.
8. KEFRI-Staff Development	6	Cert.
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	25	
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### Ministry of Labour

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1. Advanced Labour Administration	2	Cert.
2. Training for Trainers	1	Cert.
3. Industrial Health & Safety	5	Cert.
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	8	
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### Ministry of Health

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1. Health Research	22	MSc.
2. Population & Family Planning	2	MA
3. Edition of Health Education Materials	1	P.Grad.
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	25	
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### Ministry of Local Planning

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1. Technical Training in Physical Planning	2	Post Grad.
2. Development Finance	1	Post Grad.
3. Development Administration and Management	6	Post Grad.
4. Finance Management	1	P/Grad.
5. Physical Planning	1	Cert.
6. Fire Officers Training	3	Cert.
7. Technical Training in Water & Sanitation	5	Cert.
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	19	
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### Ministry of Planning and National Development

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1. Development Support Communication	2	MA
2. Post Graduate Training For Economist	4	MSc.
3. Rural Research and Rural Policy Course	3	Cert.
4. Staff Development for EMI Natural Resources Project	14	Cert.
5. Renomination	7	
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	30	
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### Ministry of Finance

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1. Staff Development related to Valuation Training Project	2	MSc.
2. Business Administration	1	MBA
3. General Financial Management	8	MSc.
4. Training in Customs Management, Development or Enforcement.	3	MSc.
5. Industrial Health Research	22	MSc.
6. Tax Administration	3	Cert.
7. General Financial Management	9	Diploma
8. Renomination	6	Cert.
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	54	
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### Ministry of Lands

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1. Hydrographic Surveying	1	Diploma
2. Surveying for District Surveyors	1	Diploma
3. Middle Management Course	1	Diploma
4. Structural & Mechanical Engineering	2	Cert.
5. Renomination	5	
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	10	
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### Min. of Cooperative Development

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1. Financial Staff Training	1	BSc.
2. Planning with women for Urban Development	3	Cert.
3. Renomination	4	
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	8	
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### Ministry of Works

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1. Architecture	2	P.Grad.
2. Staff Development	3	P.Grad.
3. Technical Staff Training	1	Cert.
4. Warehouse Management	3	Cert
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### Min. of Information & Broadcasting

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1. Media Librarianship	9	BA
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### Ministry of Tourism & Wildlife

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1. Fish Stock Assessment	1	MSc.
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### Min. of Culture & Social Services

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1. Administration	1	MA
2. Social Service Management & Administration	1	MA
3. Social Policy & Administration	1	MA
4. Women & Agriculture Development Course	4	Cert.
5. Renomination	4	Cert.
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	11	

### Ministry of Energy

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1. Electrical Engineering	1	MSc.
2. Chemical Engineering	1	MSc.
3. Geothermal Energy	1	MSc.
4. Energy & Contribution	1	MSc.
5. Irrigation Engineering	1	MSc.
6. Engineering Geology	1	MSc.
7. Renomination	12	Cert.
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	18	
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### Office of The V.P. & Min. of Home Affairs

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1. Medical Demography	1	Phd.
2. Sports Medicine	1	MSc.
3. Population & Family Planning	5	MSc.
4. Population Policies & Programme	2	MSc.
5. Population Studies	2	MSc.
6. Social Policy Adm. & Mgmt	2	BSc.
7. Applied Criminological Studies	1	Dip.
8. Population & Family Planning	1	Dip.
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### Ministry of Water Development

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1. Water & Sanitation - Coffee Waste Pollution	2	Cert.
2. Research Attachment	1	Attachment
3. Renomination	3	Cert.
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	6	

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**Ministry of Livestock Development**  
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1. Range Management	1	MSc.
2. Livestock Development	1	MSc.
3. Meat & Milk Microbiology	1	MSc.
4. Manpower Development	1	MA.
5. Animal Health & Livestock Dev.	2	BSc.
6. Other Vet. Sciences	10	BSc.
7. Renominations	3	Cert.

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19  
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**Ministry of Agriculture**  
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1. Social Economics	1	Phd.
2. Agriculture Extensions	3	MSc.
3. Agriculture Economics	2	MSc.
4. Finance & Accounting	1	MSc.
5. Computer Science	1	MSc.
6. Computer Management	1	Cert.
7. Agriculture Management or Marketing	10	Cert.
8. Staff Development for AFC	7	Cert.

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26  
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**Environment & Natural Resources**  
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1. Project Planning, Management & Evaluation	1	MSc.
2. Remote Sensing	3	MSc.
3. Rural & Regional Resource Planning	1	MSc.
4. Economic, Information & Operation Research	1	MBA
5. Afforestation	5	Cert.

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11  
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### Min. of Transport & Communications

1. Electrical Engineering	1	MSc.
2. Mechanical & Civil Engineering	4	MSc.
3. Maritime Engineering	1	BSc.
4. Road Maintenance, Planning & Management	2	Cert.
5. Training for Instructors	8	Cert.
6. Civil Engineering	2	Cert.
7. Kenya Railways Staff Develop. Plan.	44	Cert.
8. Kenya Ports Authority Staff Develop.	31	Cert.
9. Finance & Management for K.P. & T.C. Staff	4	Cert.
10. Maintenance of Construction Equipment	2	Cert.
11. Other Training in Transport & Communication	13	Cert.
12. Renominations	4	Cert.
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	116	
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### Controller & Audit

1. Professional Staff Development	8	Cert.
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### Office of the Attorney General

1. Govt. Legal Advisers Course	1	Cert
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### Ministry of Education

Phd.	21
MSc.	24
M.Phil.	1
MA, MBA	8
MEd.	17
BSc, BA	12
P.Graduate	2
Diploma	1
Certificate	81
	-----
	167

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**Office of the President**  
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MSc.	4
MA, MBA	5
BA	1
Diploma	6
Certificate	43
	-----
	59
	-----

**Min. of Research, Science & Technology**  
-----

Phd.	2
MSc.	13
Certificate	10
	-----
	25
	-----

**Ministry of Labour**  
-----

Certificate	8
-------------	---

**Ministry of Health**  
-----

MSc.	22
MA	2
P.Graduate	1
	-----
	25
	-----

**Ministry of Local Government**  
-----

P.Graduate	10
Certificate	9
	-----
	19
	-----

**Min. of Planning & National Development**

---

MSc.	4
MA	2
Certificate	24
	<hr/>
	30
	<hr/>

**Ministry of Finance**

---

MSc.	35
MBA	1
Diploma	9
Certificate	9
	<hr/>
	54
	<hr/>

**Ministry of Lands**

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Diploma	3
Certificate	7
	<hr/>
	10
	<hr/>

**Ministry of Cooperative Development**

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BSc.	1
Certificate	7
	<hr/>
	8
	<hr/>

**Ministry of Works**

---

P.Graduate	5
Certificate	4
	<hr/>
	9
	<hr/>

**Min. of Culture & Social Services**

---

MA	3
Certificates	8
	-----
	11
	-----

**Ministry of Energy**

---

MSc.	6
Certificate	12
	-----
	18

**Vice President & Home Affairs**

---

Phd.	1
MSc.	10
BSc.	2
Diploma	2
	-----
	15
	-----

**Ministry of Water Development**

---

Certificate	6
-------------	---

**Ministry of Livestock Development**

---

MSc.	3
MA	1
BSc.	12
Certificate	3
	-----
	19
	-----

**Ministry of Agriculture**

---

Phd.	1
MSc.	7
Certificate	18
	-----
	26
	-----

**Min. of Environment & Nat. Resources**

-----

MSc.	5
MBA	1
Certificate	5
	-----
	11
	-----

**Min. of Transport & Communications**

-----

MSc.	5
BSc.	1
Certificate	110
	-----
	116
	-----

**Of Which:-**

Phd	25
MSc.	137
MA/MBI	23
MEd.	21
M.Phil.	1
BA/BSc.	28
P.Graduate	18
Diploma	21
Certificate	374
	-----
	648
	=====

**CANADIAN SCHOLARSHIPS (CIDA/GTF)**  
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5.3 In 1982, the Government of Kenya and the International Development Agency (CIDA) entered into an agreement in which the Government of Kenya would receive scholarship awards to the tune of 500 man years for a period of 5 years starting from 1982/83 to 1986/87. This was renewed for a further 5 year period ending 1991/92 academic year. Under the programme, 71 fresh Kenyans benefit every year by attending different courses in Canada, but provision is made for relevant components to be accomplished in Kenya. During the first phase, the project's major areas of concentration included Agriculture, Rural Infrastructure, Human Resource Development, Energy and other Government of Kenya priority areas. However, during the second phase, a specific component was introduced for women only. During the 1988/89 academic year, the courses below were offered to the Government of Kenya.

( CIDA & GTF) Office of the President -----	No. of places Awarded -----	Level of Course -----
1. Geophysics	1	MSc.
2. Development Finance	1	MA
	----- 2 -----	
 <b>Min. of Research, Science &amp; Technology</b> -----		
1. Agronomy	1	MSc.
2. Entomology (ICIPE)	1	MSc.
3. Pesticides & Pest Management (KIRDI)	1	MSc.
	----- 3 -----	
 <b>Ministry of Health</b> -----		

1. Rural Health Care & Nutrition 2 BSc./MSc.

**Min. of Local Government & Physical Planning**  
-----

1. Drilling Engineering (NCC) 1 BSc.

**Min. of Planning & National Development**  
-----

1. Development Economics 1 MSc.

2. Human Resource Planning & Development 1 MSc.

-----  
2  
-----

**Ministry of Lands & Housing**  
-----

1. Surveying & Land Mapping 2 MSc.

**Ministry of Cooperative Development**  
-----

1. Development Finance 1 MSc.

**Min. of Technical Training & Applied Technology**  
-----

1. Curriculum Development 1 MSc.

**Min. of Culture & Social Services**  
-----

1. Training of Trainers 1 MSc.

**Ministry of Energy**  
-----

1. Chemical Engineering 1 Msc.

2. Geothermal Energy 1 MSc.

3. Petroleum Technology 1 MSc.

-----  
3  
-----

### Ministry of Industry

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1. Petroleum Technology (KB Stand)	1	MSc.
2. Rural Health Course and Nutrition (KFE)	1	BSc.
	<hr/>	
	2	
	<hr/>	

### Ministry of Water Development

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1. Hydrology	2	MSc.
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### Ministry of Livestock Development

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1. Epidemiology	1	MSc.
2. Entomology	1	MSc.
3. Project Management	1	MSc.
4. Training & Education Related to Agriculture	2	BSc.
	<hr/>	
	5	
	<hr/>	

### Ministry of Agriculture

---

1. Agronomy	1	MSc.
2. Seed Technology	1	MSc.
3. Pesticide & Pesticide Management	1	MSc.
4. Agricultural Engineering	1	BSc.
5. Skills Training & Education related to Agriculture	7	BSc.
6. Human Resource Development	2	BSc.
	<hr/>	
	13	
	<hr/>	

### Ministry of Education

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#### I Nairobi University

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1. Genetic & Plant Breeding	1	Phd.
2. Vet. Medicine	1	MSc.
	<hr/>	

	2	
<b>II <u>Kenyatta University</u></b>		
1. Pathology	1	Phd.
2. Chemical Engineering	1	Phd.
3. Human Resource Development	1	Phd.
	---	
	3	
	---	
<b>III <u>Moi University</u></b>		
1. Environmental Science	1	Phd.
<b>IV <u>Egerton University</u></b>		
1. Agroforestry	1	Phd.
2. Rural Health Care & Nutrition	1	Phd.
	---	
	2	
	---	
<b>V <u>Other MED Institutions</u></b>		
1. Food Engineering	1	Phd.
2. Rural Health Care & Nutrition	2	BSc./Phd.
3. Soil Chemistry	1	MSc.
4. Environmental Planning	1	MSc.
5. Geophysics	1	MSc.
6. Chemical Engineering	1	MSc.
7. Petroleum Technology	1	MSc.
8. Measurement & Evaluation	2	MSc.
9. Development Economics	1	MSc.
10. Development Administration	1	MSc.
11. Curriculum Development	1	MSc.
12. Geothermal Energy	1	MSc.
13. Human Resource Development	2	BSc.
14. Kinetics	1	BEd.
15. Skills Training & Education	1	BSc.
16. Fine Arts	1	BA
	---	
	19	
	---	

**Min. Of Environment & Natural Resources**  
-----

1. Agro - Forestry	1	MSc.
2. Drilling Engineering	1	MSc.
	---	
	2	
	---	

**Ministry of Transport & Communications**  
-----

1. Computer Science ( KP&TC & KRC)	4	MSc.
2. Manpower Planning & Development (KRC)	1	MA
3. Dam Design & Construction (KRC)	1	BSc.
	---	
	6	
	---	

**Of Which:-**

Phd.	10
MSc.	42
MA & MEd.	3
BSc, BA, BEd	20
	---
	75
	----

**AUSTRALIAN DEVELOPMENT ASSISTANCE BUREAU (ADAB)**  
-----

5:4

The Australian Government awards about 14 scholarships every year. These scholarships cover such areas as Soil Agriculture, Food Security, Forestry, Water Conservation and Librarianship among others. The awards cater for professional and academic programmes, study tours and short courses which were awarded the Government of Kenya in the 1988/89 academic year.

Min. of Livestock Development	No. of Places Awarded	Level of Course
1. Animal Nutrition	1	MSc.
2. Range Management	1	MSc.
3. Agricultural Economics	1	MSc.
4. Animal Production	1	MSc.
	4	

#### Ministry of Agriculture

1. Agriculture Economics	3	Phd.
2. Soil & Water Management (KARI)	1	MSc.
3. Agronomy (KARI)	1	MSc.
4. Pasture Management (Kenya Seed Co)	1	Cert.

#### Of Which:-

Phd.	3
MSc.	6
Certificate	1
	10

#### THE COMMONWEALTH FUND FOR TECHNICAL CO-OPERATION (CFTC)

5:5

CFTC helps the Kenya Government benefit from the expertise offered by other developing countries in the Commonwealth in ways such as supplying experts to help build up local capabilities; arranging and funding training in other countries etc. In the past it has also funded a number of Kenyans to train in statistics at Makerere University, Uganda. During the current 1988/89 academic year, CFTC awarded Kenya the following scholarships.

CFTC	No. of places Awarded	Level of Course
-----	-----	-----

1.	Biology	1	Phd.
2.	Oro-facial Development	1	M.Phil.
3.	Clinical Pharmacy	1	M.Phar.
4.	Construction Management	1	MSc.
5.	Data Processing	1	MSc.
6.	Chemistry	1	MSc.
7.	Oral Pathology	1	P.G.
8.	Dip Course in IDEP	1	Diploma
9.	Planning, Evaluation & Management	1	Diploma
10.	Economics	1	Diploma
11.	Management	1	Diploma
12.	Disaster Management	1	Cert.
13.	Industrial Rehabilitation	1	Cert.
14.	Forestry Conf.	1	Cert.
15.	Software Systems	2	Cert.
16.	Public Health Engineering	4	Cert.
17.	Electrical Engineering	1	Cert.
18.	Management Educators	1	Cert.
19.	Human Resource Management	1	Cert.
		-----	
		23	
		-----	

**Of Which:-**

Phd	1
M.Phil.	1
M.Phar.	1
MSc.	3
P.Graduate	1
Diploma	4
Certificate	12
	-----
	23
	-----

**ITALIAN SCHOLARSHIP AWARDS**

-----

5:6           The Italian Government makes available about 25 scholarships to the Kenya Government every year. The Awards are in the areas of Banking and Finance, Energy, Hydrology, Economics, Management, Law, Human Resources etc. In 1988 the following scholarships were awarded the Kenya Government:

<u>Ministry of Finance</u>	<u>No. of places Awarded</u>	<u>Level of Course</u>
1. Agriculture Credit (KCB,AFC,NBK)	1	Cert
2. Banking & Finance	2	Diploma
3. Development Administration	2	Cert.
 <u>Min. of Cooperative Development</u>		
1. Agro-Meteorological Techniques	1	Cert.
2. Training of Trainers	1	Cert.
 <u>Ministry of Industry</u>		
1. Solar Photo Voltaic System	2	Cert.
2. 14th Advanced Course in Economics of Banking	1	Cert.
 <u>Ministry of Water Development</u>		
1. 26th Specialized Training for Technicians and Managerial Personnel	1	Cert.
2. Hydrology	1	MSc.
 <u>Ministry of Agriculture</u>		
1. Energy in Agriculture	1	Cert.
2. Soil & Water analysis, Agriculture Practices & Agronomy	3	Cert.
 <u>Attorney General</u>		
1. Law: - Investment Treaties	1	Cert.
- Investment Contracts & Joint Ventures	1	Cert.
- Development Lawyers Course	1	Cert.
- Management & Consultancy Contracts	1	Cert.

### Ministry of Energy

---

1. Technology Transfer of Renewable energy sources	1	Cert.
2. Specialized course in Corrosion Science & Technology	1	Cert.

#### Of Which:-

MSc.	1
Diploma	2
Certificate	19
	-----
	22
	-----

### NETHERLANDS SCHOLARSHIPS

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5:7 Every year, the Dutch Government offers a number of Scholarships to Kenya in such areas as Cartography, Earth Sciences, Agriculture, Public Administration, Nutrition and Child Care. During the 1988/89 academic year, the following fellowships were awarded to the Kenya Government:

### Ministry of Health

---

1. International course on Health development	1	P.Grad.
2. Managerial Control & Management	1	Cert.
3. Course for Health care workers at the District level	1	Cert.

### Min of Local Government & Physical Planning

---

1. Public Health	2	MSc.
2. Personnel Training & Development	1	Cert.
3. Sanitary Engineering	2	Cert.

### Ministry of Lands & Housing

1. Aerial Photography	6	P.Grad.
2. Cartography	3	Dip.
3. Earth Resource Survey	1	Cert.
4. Photogrammetry	1	MSc.
5. Production Photometry	2	Cert.
6. House Planning & Building	1	P.Grad.

### Min of Culture & Social Services

1. Food Science & Nutrition	1	Dip.
-----------------------------	---	------

### Ministry of Water Development

1. Soil & Water Engineering	1	MSc.
2. International course in Sanitary Engineering	2	Cert.
3. Hydraulic Engineering in Upland Areas	1	Cert.
4. Hydraulic Engineering in Lowland areas	1	Cert.
5. International course for Hydrologists	1	Cert.
6. Water Quality Control	2	Cert.

### Ministry of Livestock Development

1. Modern Dairy Farming Management	1	Dip.
2. Dairy Husbandry & Milk Processing	1	Dip.
3. Farm Mechanization	1	Dip.
4. Dairy Farming in Rural Development	1	Cert.
5. Applied Plant Breeding	1	Cert.
6. Plant Protection	1	Cert.
7. Animal Science, Dairy Production & Poultry Development	3	MSc.
8. Poultry Production	1	P.Grad.

**Min of Environment & Natural Resources**

---

1. Environmental Science & Technology	1	P.Grad.
2. Engineering Gycology	1	P.Grad.
3. Geophysics	1	MSc.

**Ministry of Transport & Communications**

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1. Urban Transport Management	1	Cert.
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**Ministry of Energy**

---

1. Wood Fuel Development	2	Cert.
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**Ministry of Tourism & Wildlife**

---

1. Hospitality Management	1	MSc.
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Of Which:

MSc.	9
P.Grad.	11
Diploma	7
Cert.	21
	-----
	48
	-----

**FEDERAL REPUBLIC OF GERMANY**

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5:8 Germany fellowships are grouped under individual administering agencies and are in such areas as training for Technical Teachers, Tourism, Engineering, Librarianship, Sports, Administration, etc. In 1988/89 academic year, the following scholarships were offered to the Kenya Government.

**German Scholarships**

---

### Min of Research, Science & Technology

1. Tropical Epidemiology & Statistics	1	Cert.
2. Biology	2	MSc.

### Ministry of Industry

1. International Symposium on application of Biotechnology for Small Industries	1	Cert.
2. Brewing Technology	2	Cert.

### Ministry of Education

1. Course for Higher Technical Colleges	5	BA.
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### Ministry of Health

1. Orthopaedic	3	Dip.
2. Public Health	2	Phd.
3. Hospital Engineering	2	Cert.

### Ministry of Tourism & Wildlife

1. Wildlife Management	2	Cert.
2. Instructor in Hotel Industry	3	Cert.
3. Advanced Hotel Management Seminar	1	Cert.
4. Advanced Management Seminar	2	Cert.

### Ministry of Agriculture

1. Multi-use of Farm Machinery and farm management	2	Cert.
2. Agro-forestry	1	Cert.
3. Animal Nutrition	2	Dip.
4. Computer Software	1	Cert.
5. Renewable energy	1	Cert.
6. Agriculture	2	Dip.
7. Archival Studies	2	Dip.

**Min of Transport & Communications**  
-----

1. Automotive Engineering	1	Cert.
2. Measuring Instruments and Metrology	3	Cert.

Of Which:

Phd.	2
MSc.	3
BA.	5
Dip.	7
Cert.	23
	-----
	40
	-----

**BELGIUM SCHOLARSHIP AWARDS**  
-----

5:9 The Belgium Scholarships are in the areas of Tourism, Management Training, Environment and Hydrology etc. In 1988 the following scholarships were awarded the Kenyan Government.

**Ministry of Health**  
-----

1. Pharmaceutical Technology	1	P.Grad.
2. Business Administration	1	P.Grad.

**Min of Local Government & Physical Planning**  
-----

1. Environmental Sanitation (NCC)	1	Cert.
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**Ministry of Energy**  
-----

1. Soil Science	1	P.Grad.
-----------------	---	---------

**Ministry of Water Development**  
-----

1. Hydrology	1	MSc.
--------------	---	------

2. Irrigation Engineering	1	P.Grad.
3. Electrical Installation	2	Cert.

**Min of Environment & Natural Resources**  
-----

1. Quaternary Geology	1	P.Grad.
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**Ministry of Tourism & Wildlife**  
-----

1. Hotel-In-Taking	6	Dip.
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Of Which:

MSc.	1
P.Grad.	5
Dip.	6
Cert.	3
	-----
	15

**FRENCH SCHOLARSHIP AWARDS**  
-----

5:10 French scholarships cover such areas as Language, Radar systems, Acrobatic Training and Factor Training. The awards for the year 1988 were given as follows:

**Min of Planning & National Development**  
-----

1. Linguistics Training	1	Cert.
2. Remote Sensing course and Factor Training	6	Cert.

**Min of Information & Broadcasting**  
-----

1. Linguistic Training	1	Cert.
------------------------	---	-------

**Ministry of Tourism & Wildlife**  
-----

1. Linguistic Training	1	Cert.
------------------------	---	-------

**Min of Culture & Social Services**  
-----

1. Acrobatic Training 1 Cert.

**Ministry of Education**  
-----

1. Methodology of Teaching French 2 Cert.

**Min of Transport & Communications**  
-----

1. Radar Systems 11 Cert.

Of Which:  
Certificates 23

**EUROPEAN ECONOMIC COMMUNITY (EEC)**  
-----

5:11 Under Lome I and II conventions of 1976/77-1979/80 and 1980/81-1984/85 respectively, the Government of Kenya was allocated specific amounts of money for Training. It is the responsibility of the Directorate of Personnel Management to make proposals as to how these funds would be utilized. It is however, intended that the EEC scholarship would be tied to specific projects. In 1988/89 academic year, the following proposals were submitted to EEC for funding:

**EUROPEAN ECONOMIC COMMISSION (EEC) SCHOLARSHIP AWARD**  
-----

	No. of Places Awarded	Level of Course
	-----	-----
1. Fodder production	1	Cert.
2. Soil Science	1	MSc.
3. Lab Technology	1	MSc.
4. Stengthening of statistical system	1	Cert.
5. Stengthening of statistical System in support of food	1	Cert.

Of Which:		
	MSc.	2
	Cert.	3
		---
		5
		---

**SWEDISH SCHOLARSHIP AWARDS (SIDA)**

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5:12 Before June 1985 the Government of Sweden used to give the Government of Kenya specific amount of money for training both locally and in the third World Countries. The areas of concentration included Water, Agriculture and Health. Since then, the Swedish Personnel Fund - as it was called - has been withdrawn.

**Ministry of Commerce**

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1. Applied International Management	2	Cert.
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**Ministry of Industry**

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1. Technical Management & Artificial Insemination Programme	1	P.Grad.
2. Seminar on Quality Management	2	Cert.
3. International Management Course (E.A.B. & Cord)	1	P.Grad.
4. Energy Conservation in sugar Industry	2	Cert.

**Ministry of Water Development**

---

1. Advanced International Training in Water Resource Development and Management in Arid & Semi_Arid Regions	1	Cert.
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**Min of Transport & Communications**

---

1. Operation Management in Telecommunications (KP & TC)	2	P.Grad.
---	---	---------

- |  |   |       |
|--|---|-------|
| 2. Advanced Programme in Railway maintenance (KPC) | 1 | Cert. |
|--|---|-------|

**Ministry of Health**  
-----

- |                         |   |       |
|-------------------------|---|-------|
| 1. Medical Education    | 2 | MSc.  |
| 2. Procurement of drugs | 2 | Cert. |

**Ministry of Agriculture**  
-----

- |  |   |       |
|--|---|-------|
| 1. Organization and Management of seed production & Supply | 3 | Cert. |
| 2. Computer Programming                                    | 2 | Cert. |
| 3. Hardware & Software Course                              | 3 | Cert. |

Of Which:

MSc.	2
P.Grad.	4
Cert.	18
	----
	24
	----

**NORWAY (NORAD)**  
-----

5:13 Like Danida, NORAD scholarships are also tied to projects but consideration is made of other selected areas such as Shipping Engineering and Inspection, paper and pulp technology, Hydropower Development etc. In the year 1988/89 for example, the Awards were as follows:

**Min of Cooperative Development**  
-----

- |   |   |      |
|---|---|------|
| 1. Management & Natural Resources and sustainable Agriculture | 2 | Dip. |
|---|---|------|

**Ministry of Tourism & Wildlife**  
-----

- |   |   |      |
|---|---|------|
| 1. Fisheries Biology & Fisheries Management | 2 | Dip. |
|---|---|------|

**Ministry of Energy**

1. Petroleum Exploration and Reservoir Evaluation	1	Dip.
2. Hydropower Development	1	Dip.
3. Organization and Management of Industrial Maintenance	1	Cert.

**Ministry of Industry**

1. Pulp & Paper Technology	1	Cert.
----------------------------	---	-------

**Min of Livestock Development**

1. Animal Husbandry	3	Dip.
---------------------	---	------

**Ministry of Agriculture**

1. Soil Science		
-----------------	--	--

**Ministry of Education**

1. Management of Natural Resources and sustainable Agriculture (UON)	1	Dip.
--	---	------

**Ministry of Transport & Communication**

1. Professional shipping (KPA)	1	Dip.
2. Marine Engineering	1	Dip.
3. Structural and Highway Engineering	6	MSC.
4. Civil Engineering	6	MSC.

**Min. of Environment & N. Resources**

1. Environmental and Ecological Science course	2	Msc
2. Management of N. Resources	5	Dip.

**Ministry of Health**  
-----

1. Primary Oral Health Care 1 P.Grad.

Of Which:

MSc.	14
P.Graduate	1
Diploma	18
Cert.	2
	-----
	35

**DENMARK (DANIDA)**  
-----

5:14 Danida scholarships are mainly project tied. They cover areas such as Adult Education, Co-operative Development and Dairy Farming. Kenya Airways also takes officers for courses organized at the college of Aeronautical Education in Copenhagen through Danida 1988/89 the following courses were offered to the Kenya Government:

**Ministry of Health**  
-----

Course on Schistosomiasis 5 P.Grad.

**Ministry of Co-operative Dev.**  
-----

1. Farm Input Supply Scheme	5	Cert.
2. Co-operative Dev. Policy	2	Cert.
3. Accountancy	1	Cert.

**Ministry of Education**  
-----

1. Course for Handicapped Children	3	Cert.
2. Speech Science	1	MA

**Ministry of Agriculture**  
-----

1. Organization and Management	8	Cert.
2. Bakery Technology	1	Dip.
3. Seed Pathology	1	P.Grad.

Of Which:

M.A.	1
P.Grad.	6
Diploma	1
Cert.	19
	-----
	27

**FINISH (FINIDA) SCHOLARSHIP AWARDS**

-----

5:15 Finish scholarships are also tied to project such a Health, Forestry, Water and Diesel engine machines etc. In the year 1988 the awards were as shown here below:

**Ministry of Commerce**

-----

1. Export Promotion and export Marketing Research	1	Cert.
---	---	-------

**Ministry of Water Dev.**

-----

1. Water Supply & Sanitation	4	MSc.
2. Diesel Engineering Genetics	2	Cert.

**Ministry of Environment & N. Resources**

-----

1. Saw-Milling Technology	3	P.Grad.
---------------------------	---	---------

**Ministry of Health**

-----

1. Primary Health Care	1	Cert.
2. Occupational Medicine	1	MSc.
3. Journalism for Primary Health	2	Cert.
4. Aids Pilot Project	4	Cert.
5. Hardware Course	1	Cert.

Of Which:

MSc.	5
P.Grad.	3
Cert.	11
	-----
	19

#### **YUGOSLAVIAN SCHOLARSHIP AWARDS**

-----

5:16 The Yugoslavian Government awards the Kenya Government about 15 - 20 scholarships every year in the fields of Health, Agriculture, water Resource, Fisheries, Roads etc. The following scholarships were awarded in 1988:

#### **Ministry of Planning & National Development**

-----

1. Preparation and Evaluation of Industrial Project	1	Cert.
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#### **Ministry of Tourism & Wildlife**

-----

1. Fisheries Science	4	P.Grad.
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#### **Ministry of Industry**

-----

1. Preparation and Evaluation of Industry Projects	2	Cert.
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#### **Ministry of Health**

-----

1. Primary Health Care	1.	Cert.
------------------------	----	-------

#### **Ministry of Transport & Communication**

-----

1. Road design, Construction & Maintenance	2	Cert.
--	---	-------

Ministry of Agriculture

1. Irrigation of Agriculture	3	Cert.
2. Maize Improvement	3	Cert .
3. Water Resource Engineering	2	P.Grad.

Of Which:

P.Grad.	6
Cert.	13
	---
	19

USSR SCHOLARSHIP

5:17 Since 1964, The USSR Government has awarded the Kenya Government a number of scholarships through the Ministry of Education and they cover such areas as Medical, Library studies, Statistics, Veterinary Science, Engineering, Material Management etc. In 1988, the following scholarships were awarded the Kenya Government:

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Equipment management	1	Cert.
2. Workshop management	1	Cert
3. Advanced surgery	1	Cert.
4. Library studies	1	Cert
5. Statistics & Planning the Development of Higher Educ.	1	Cert.
6. Veterinary Science	1	Cert.
	---	
	6	

Of Which:

Cert. 6

ISRAEL

5:18 The Israel scholarships are in the fields of Agriculture Agro-forestry, Meteorological Horticultural Crop, Health, etc. During the year 1988, the following scholarships were awarded

the Kenya Government:

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Public Health	2	MSc.
2. Horticultural Crop Prod. for Tropical & Sub-Tropical climates	1	Dip.
3. Education Adm. of Agr. school	1	Dip.
4. Planning & Dev. of Agr. projects	1	Cert.
5. Post Harvest Physiology	1	Cert.
6. Agro-Forestry	2	Cert.
7. Irrigation organization	1	Cert.
8. Meteorology of Arid & Semi Arid Zone	1	Cert.
9. Airline sur management course	1	Cert.

Of Which:

MSc.	2
Dip.	2
Cert.	7
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	11

#### EGYPTIAN SCHOLARSHIPS

5:19 Egyptian scholarships cover such areas as immigration, Nursing, Population. Studies and Radio and TV Engineering. During the year 1988, the following courses were awarded the Kenya Government.

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Demography	1	Dip.
2. Immigration officers course	3	Cert.
3. Nursing	4	Cert.
4. Programming Broadcasting	1	Cert.
5. Radio Engineering	1	Cert.
6. T.V. Engineering	1	Cert.

Of Which:

8.	Maintenance of Medical Equip.	1	Cert.
9.	Re-Afforestation	1	Cert.
10.	Soil & Plant Nutrition	1	Cert.
		-----	
		10	

#### Ministry of Labour

1.	Labour Statistics	1	Cert.
2.	Employment Administration	1	Cert.
		-----	
		2	

#### Ministry of Health

1.	Blood Transmitted Diseases	1	Cert.
2.	Specialized Nursing	1	Cert.
3.	Research for Tropical Medicine	1	Cert.
		-----	
		3	

#### Ministry of Local Government

1.	Local government	1	Cert.
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#### Ministry of Planning & National Dev.

1.	Economic Development	2	Cert.
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#### Ministry of Lands & Housing

1.	Topographical Mapping	1	P.Grad.
2.	Aerial Survey	5	P.Grad.
3.	Building & Construction Eng.	7	Cert.
4.	Environmental Engineering	2	Cert.
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		15	

#### Ministry of Tourism & Wildlife

1.	Fisheries management	1	Cert.
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2.	Tourism promotion	1	Cert.
		---	
		2	

**Ministry of Finance**  
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1.	Taxation	1	Cert.
2.	Customs Techniques	1	Cert.
		---	
		2	

**Ministry of Tech. Tr. & Applied Tech.**  
-----

1.	Marketing Agriculture	1	P.Grad.
2.	Food Processing	1	P.Grad.
3.	Soil Mechanics	1	P.Grad.
4.	Water Engineering	1	P.Grad.
5.	Thermal Engineering	1	P.Grad.
6.	Central Engineering	1	P.Grad.
7.	Electric Power Supply	1	P.Grad.
8.	Power Electronics	1	P.Grad.
9.	Metrology	1	Cert.
10.	Intensive Japanese Language	1	Cert.
11.	Mechatronics	1	Cert.
12.	Vocatinal Tr. in Electronics	1	Cert.
13.	Vocational Tr.in Timber processing	1	Cert.
14.	Management of Vocational Tr.	1	Cert.
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		14	

**Ministry of Works**  
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1.	Bridge Engineering	1	Cert,
2.	Highway Construction	1	Cert.
3.	Construction Engineering	1	Cert.
4.	Maintenance of Construction Machinery	1	Cert.
		---	
		4	

**Ministry of Commcerce**  
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1.	ODA Loan Proceed	1	Cert.
2.	Business Fees Study Management	1	Cert.
3.	Trade Promotion Seminar	1	Cert.
4.	Foreign Trade Practice	1	Cert.
		---	

4

**Ministry of Information**  
-----

1.	Information Processing	2	Cert.
2.	Radio Communication	1	Cert.
3.	Audio Visual Engineering	2	Cert.
		-----	
		5	

**Ministry of Energy**  
-----

1.	Energy Saving	1	Cert.
2.	Geothermal Energy	1	Cert.
3.	Irrigation Rice Management	1	Cert.
		-----	
		3	

**Ministry of Industry**  
-----

1.	Ceramic Glazed Decoration	2	Cert.
2.	Industrial Safety & Health	1	Cert.
3.	Biological Products Technology	1	Cert.
		-----	
		4	

**Vice-President & Min.of H/Affairs**  
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1.	Information, Educ.& Commerce	2	P.Grad.
2.	Rehab.of Disabled Persons	1	Cert.
3.	Family Planning Admin.	1	Cert.
4.	Community Based Family Plan.	1	Cert.
		-----	
		5	

**Min. of Water Development**  
-----

1.	Environmnetal Engineering	1	Cert.
2.	Water Works Engineering	1	Cert.
		-----	
		2	

**Min. of Livestock Development**  
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1.	Animal Health Research	1	Cert.
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### Min. of Agriculture

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1.	Culture Plopagation	1	P. Grad.
2.	Breeding	1	P. Grad.
3.	Culture Permology	1	P. Grad.
4.	Rice Production	1	Cert.
5.	Sugarcane Cultivation	1	Cert.
6.	Agriculture Land & Water Resource Development	1	Cert.
7.	Fruit Tree Entomolgy	1	Cert.
8.	Soil & Plant Nutrition	1	Cert.
9.	Agricultural Exten. Service	1	Cert.
		<hr/>	
		9	

### Min. of Environment & N. Resources

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1.	Policy of Forestry	1	P. Grad.
2.	Afforestation Technology	1	P. Grad.
3.	Forestry Management	1	P. Grad.
4.	Mining & Geology	1	P. Grad.
5.	Technique of Disaster Prevention	1	Cert.
6.	Forestry & Forestry Resource	1	Cert.
7.	Forestry Soil Production	1	Cert.
8.	Counterpart Training in Mineral Exploration	1	Cert.
		<hr/>	
		8	

### Ministry of Transport & Comm.

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1.	Microwave Engineering	2	P. Grad.
2.	Aerodrome Mgment.	1	Cert.
3.	Postal Executives	1	Cert.
4.	Digital Switching Systems	1	Cert.
5.	Digital Transmission	1	Cert.
6.	Telecommunication Outside Plant Engineering	1	Cert.
7.	Telecommunications	1	Cert.
8.	Satelite Communications Eng.	1	Cert.
9.	Data Communication Eng.	1	Cert.
10.	Colour T.V. Engineering	1	Cert.
11.	T.V. Broadcast Management	1	Cert.
12.	Port & Harbours Course	1	Cert.
13.	Development of Container Terminal	1	Cert.
		<hr/>	
		14	

of which:

Post Graduates	29
Diploma	0
Certificates	88
	-----
Total JICA	117
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#### INDIAN SCHOLARSHIPS;

5.21 Indian scholarships fall into two categories:  
(a) Indian Technical and Economic Co-operation (ITEC) and  
(b) Special Commonwealth African Assistance Plan (SCAAP).  
The Government benefits from 20 ITEC and 12 SCAAP  
scholarships every year in such areas as Agriculture,  
Tourism Meteorology and Telecommunications. In 1988/89  
academic year, the courses below were awarded to the  
Government of Kenya:

#### Ministry of Industry

1.	Training Programme in Software Systems and Computer Management	2	Cert.
2.	4th International Programme on Rural Industries Promotion in Developing Economics	1	Cert.
3.	Training Programme in Standardization for Dev. Countries	4	Cert.
4.	Training course in Design of Spare parts for Machinery Repair & Maint.	1	Cert.
5.	Textile Research	2	Cert.

#### Ministry of Agriculture

1.	Agriculture & Allied Sub.	2	Cert.
2.	Practical Training in Improved Farm Equip. & Tools	1	Cert.
3.	Advanced Management Course	1	Cert.

#### Ministry of Health

1.	Post Graduate Cert. Course
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in Health Services Man.	1	P.Grad.
<b>Ministry of Cooperatives</b>		

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1. Fertilizer Quality Con. Course	1	Cert.
2. Cooperative Train. Units	2	Cert.
3. Identification & Plan. of Income Generating Activities for Women in Rural Areas	2	Cert.
4. Diploma course in Journ.	1	Cert.

**Ministry of Finance**

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1. Life Assurance Management	1	Cert.
2. International Advanced Man. Programme	1	Cert.
3. Audit of Rural Dev. Pro.	2	Cert.
4. Audit of Scientific Dep.	2	Cert.

**Ministry of Education**

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1. Diploma in Education Planning & Administration	2	Dip.
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**Ministry of Transport & Comm.**

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1. Transportation Projects Plan.	2	Cert.
2. Planning & Man. or Urban Dev.	2	Cert.

of which:

Post Graduate	-	1
Diploma	-	3
Certificate	-	29

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33

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**SOUTH EAST ASIAN COUNTRIES**

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5.22 The S.E.A.C. scholarships - Thailand and Indonesia cover Health, Agriculture, Forestry, Industry and Population Studies. In 1988, the awards to the Kenya Government were as follows:

## THAILAND

1.	Community Health Nursing & Primary Health Care	2	Cert.
2.	Agriculture Extension Course	1	Cert.
3.	Social Forestry	1	Cert.
4.	Population Studies	1	Cert.

of which :  
Certificates - 5

## INDONESIA

### Ministry of Energy

1.	Oil & Gas Basic Drilling	2	Cert.
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### Ministry of Industry

1.	Ceremic Training Programme	2	Cert.
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of which:  
Certificates - 4

## KOREAN SCHOLARSHIPS

5.23 The Southern Korean Government awarded the Kenya Government scholarships in the areas of Commerce and Industry, Agriculture and Engineering. The 1988 scholarships were as follows:

### Ministry of works

1.	Construction Engineering	4	P.Grad.
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### Ministry of Industry

1.	Seminar on Industrial Property	1	Cert.
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### Ministry of Commerce

1.	Export Promotion Inspection	1	Cert.
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2. Small Business Promotion 1 Cert.

**Ministry of Agriculture**  
-----

1. Agriculture Water Management 1 Cert.

of which:

Post Graduate - 4  
Certificate - 4  
-----  
8  
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**UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT  
(USAID) SCHOLARSHIPS**  
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5.24 Like other foreign Governments, the United State of America through its Agency for International Development, awards the Kenya Government about 50 to 60 scholarships annually. Theses scholaaaaarshipss cover the areas of Health, Drugs, Information Management, Computer Science, Energy, Planning and Finance etc. In 1988, USAID awarded the Kenya Government the following scholarships:

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Narcotics Interdiction	2	Cert.
2. Public Health Course	6	MSc.
3. Integrated Family in Primary Health Care	1	Cert.
4. Financing Health Care & Community Health	2	Cert.
5. Housing Finance	1	P.Grad.
6. Bee Keeping Course	1	Dip.
7. Information Management	4	Cert.
8. Computer Science	2	MA.
9. Micro-Computer in Demography	1	Cert.
10. Dissemination & use of Census Data	2	Cert.
11. Social Studies	1	MA
12. Financial Management	1	Dip.
13. Economic of Education	1	Phd.
14. Energy Planning & Policy Analysis	2	P.Grad.
15. USSTTI Course	1	Cert.
16. Development Economic & Reg. Planning	6	MA.
17. Economic Policy & Planning	2	MA.
18. Serological Techniques	1	Cert.

19.	Advanced Financial Accounting	1	Cert.
20.	Nurse Practitioner Training	7	Cert.
21.	Planning, Evaluation & Management	3	Dip.

Of Which:

Phd	1
MSc.	6
MA	11
P.Grad.	3
Dip.	5
Cert.	22
	-----
	48

**INTERNATIONAL ORGANIZATION SCHOLARSHIPS**

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**5:25 A: UNITED NATIONS AGENCIES**

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In addition to the individual Governments scholarship awards, International organization also play a very big role in the awarding of scholarships to the Government. As can be seen here below, the scholarships vary in type and number according to the function of each International Organization. In 1988, the following awards were made to the Kenya Government by the International Organizations:

**I. UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)**

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	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Marketing	1	Cert.
2. Manpower studies	1	MA.
3. Special Education	1	MA.
4. Population studies & Econ. Dev. Planning	2	MA.
5. Computer Data Processing	1	P.Grad.
6. Geothemal course	2	Dip.
7. Drugs Abuse	1	Cert.
8. Financial management	2	Cert.
9. Chief Executive course	1	Cert.
10. Post Harvest, fruit veg. & root crop Technology	1	Cert.
11. Design & management of training	2	Cert.
12. Air space law	1	Cert.
13. Project planning	2	Cert.
14. Legal Advisers course	1	Cert.
15. Insurance course	1	Cert.

16.	Tokten course	1	Cert.
17,	Development layers course	1	Cert.
18.	Administration of Justice & constitutional rights	1	Cert.
19.	Industrialization management & foreign Investment	1	Cert.
		---	
		24	

## II UNEP/HABITAT SCHOLARSHIPS

	NO. PLACES AWARDED	LEVELS OF COURSES	
	-----	-----	
1.	Bee keeping	3	Cert.
2.	Innovation post management	1	Cert.
3.	Geological Aspects of enviromental protection	1	Cert.
		---	
		5	

## III WORLD BANK SCHOLARSHIPS AWARDS

1.	EDP Management	2	Cert.
2.	Fundamentals of management	1	Cert.
3.	Planning course	2	Cert.
4.	Financial management	2	Cert.
5.	Personnel and Training	1	Cert.
6.	Education	1	MEd.
7.	Communication planning	1	Cert.
8.	Economic management	2	Cert.
9.	Economic Policy	1	MSc.
10.	Development Administration	1	Dip.
11.	Road maintenance	1	Cert.
12.	Land management	1	Cert.
13.	Agriculture project analysis & management	1	Cert.
14.	Rural & Land Ecology survey	1	Cert.
15.	Public Enterprise	1	Cert.
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		19	

## IV WORLD HEALTH ORGANIZATION(WHO)

1.	Medical Equipment	2	Cert.
2.	Immunolgy	1	MSc.
		---	
		3	

V UNECA - UN ECONOMIC COMMISSION FOR AFRICA

1. Design of spare parts for machines 1 Cert.

VI UNFPS - UN FUND FOR POPULATION STUDIES

1. Micro-computer application to National Development	1	Cert.
2. Population studies	3	MA.
	---	
	4	

VII FOOD AGRICULTURE ORGANIZATION (FAO) SCHOLARSHIP

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Pesticide control	1	Phd.
2. Study Tour	2	-
3. Livestock Science	2	Cert.
4. Meat Technology	2	Cert.
	---	
	7	

VIII INTERNATIONAL CIVIL AVIATION (ICA) SCHOLARSHIPS AWARD

1. Training Techniques	1	Cert.
2. Airport maintenance	1	Cert.
3. Accident Investigation	1	Cert.
4. Advanced Civil Aviation	1	Cert.
5. Advanced Safty	1	Cert.
6. Advanced AIS	1	Cert.
7. Advanced Airport Management	1	Cert.
	---	
	7	

IX WORLD METEOROLOGICAL ORGANIZATION SCHOLARSHIP AWARD

1. Instrument maintenance 2 Cert.

X UNESCO

1. MSc. course in water Resources Engineering	3	MSc.
2. Industrial Engineering and		

	management	1	MSc.
3.	Special Education course	1	Cert.
		<u>    </u>	
		5	

XI UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)

1.	Process Development	1	Cert.
2.	Foundry Operations	1	Cert.
3.	IPGTP for Engineers in Iron and steel Industry	1	Cert.
		<u>    </u>	
		3	

Of Which:

Phd.	2
MSc.	6
MA	7
MEd.	1
P.Grad.	1
Dip.	3
Cert.	60
	<u>    </u>
	80

B: OTHER INTERNATIONAL ORGANIZATIONS

I AFRICAN DEVELOPMENT BANK

1.	Hydro-Ontario	2	Cert.
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II AFRICAN REGION LABOUR CENTRE (ARLAC)

1	Labour Administration	2	Cert.
2.	Preparatory Course for Labour Officers	2	Cert.
3.	Labour Inspectors course	3	Cert.

III INTERNATIONAL DEVELOPMENT AND RESEARCH CENTRE

(IDRC) SCHOLARSHIPS)

1.	Forestry	1	Phd
2.	Medical Microbiology	1	Msc
3.	Root Agronomy	1	Cert.

Of Which:	
Phd	1
Msc	1
Cert.	10
	-----
	12

**SCHOLARSHIP AWARDS BY PRIVATE ORGANIZATION**

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5:26 To supplement Individual Governments and International Organization, some private Organizations have awarded the Kenya Government several Scholarships in the fields of Health, Management, Journalism, Agriculture, Computer Science etc. In 1988, the awards by private organizations was as follows:

**BILLY GRAHAM CENTRE AWARDS**

	NO. OF PLACES AWARDED	LEVEL OF COURSE
	-----	-----
1. Clinical Pathology	1	P.Grad.

**FORD FOUNDATION AWARDS**

1. Physiology	1	Cert.
2. Tissue Culture	1	Cert.
3. Sociology	1	Phd.
4. Women in Management	1	Cert.
5. Geographic Information System	1	Cert.

**USA INFORMATION AGENCY SCHOLARSHIPS**

1. News Agency	2	Cert.
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**INTERNATIONAL Maize & Wheat Improvement Centre.**

1. Maize Production	1	Cert.
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**CHRISTOPHER Blinder Mission Awards**

1. Ear Hygiene	2	Cert.
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**FRIDE Association Awards**

1. Drug Education	1	Cert.
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**NORTH Eastern Muslim Welfare Society**

1. Management Science 1 BSc.

**Thunder & ASSOCIATES Scholarships**

1. Coputer Science 7 Cert.

**IITA SCHOLARSHIPS**

1. Soil and Plant Analysis 1 Cert.

**USA Wheat Association Awards**

1. Grain Storage and Handling 1 Cert.

**INTERNATIONAL OCEAN Institute**

1. Maritime Affairs 1 Cert.

**WILLIAM HOLDEN Foundation**

1. National Parks & Protected Areas 1 Cert.

**INTERNATIONAL Inst.of Tropical Agriculture**

1. CowPeas and SoyaBeans Production 1 Cert.

**INTERNATIONAL RICE IRRIGATION Institute**

1. Seed Health Testing Technology 1 Cert.

**ROCKEFELLER Foundation**

1. Clinical Epidemiology

**PAN-AFRICAN INSTITUTE For Development**

1. Planning Management & Evaluation of Rural Development 3 Dip.

Of which:

Phd.	1
MSc.	1
BSc.	1
P.Grad.	1
Dip.	3
Cert.	23

30

**KENYA GOVERNMENT FUNDED SCHOLARSHIPS IN FOREIGN COUNTRIES**

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5:27      Though Foreign Governments, International Organizations and Private Organizations have continued to fund a great part of our Foreign Training, the Kenya Government with its meage resource has also continued to finance part of the Foreign Training programmes over the years in various areas such as Management, Engineering, Tourism, Finance, Computer Science, Insurance Health, Agriculture and Livestock etc. Every year, about 100 Kenyans are awarded Government funded Scholarships of which, the year 1988, had the following Scholarships:

		NO. PLACES AWARDED	LEVEL OF COURSE
		-----	-----
1.	Materials Management	6	Cert.
2.	Water Resource Engineering	1	Cert.
3.	Hotel & Tourism teacher	3	Cert.
4.	Food & Beverage Management	4	Cert.
5.	Travel & Tourism	1	BSc.
6.	Sales Promotio & IPACO Seminar	3	Cert.
7.	Hospitality Management	1	BSc.
8.	Anthropolgy	1	MSc.
9.	Dry Stones Conservation	1	Cert.
10.	Printing	1	H.N.Dip.
11.	Statistics as a Tool for manag.	1	Cert.
12.	Hospitality Management	3	Cert.
13.	Auditing, Portfolio & Financial Management Banking	3	Cert.
14.	Fertilizer Importation	3	Cert.
15.	Insurance & Acturial Science	2	Dip.
16.	Economic Crime W/Shop & Study Tours	2	Cert.
17.	Management	1	Cert.
18.	Computer Science	1	Cert.
19.	Surveying & Mapping	1	BSc.
20.	Soil Science	1	Phd.
21.	Split MOHIL/Phd.	1	Phd.
22.	Design, Telecommunication & Information Systems	2	MSc.
23.	Theatre course	1	Cert.
24.	Respiratory Medicine	1	MSc.
25.	Cadro-Thoracid Nursing	1	Cert.
26.	Financial & Environmental Manag.	1	Cert.
27.	Protection Control	1	Cert.
28.	Management Trainers, Project		

	Management & Development	2	Cert.
29.	Engineering	1	BSc.
30.	Education Studies	9	Med.
31.	French Language	1	Dip.
32.	Advanced Education Studies	1	Cert.
33.	Computer Operations	2	Cert.
34.	Harmonized System	2	Cert.
35.	Banking, Finance & Insurance	4	MBA
36.	Industrial Health	1	Dip.
37.	Photolithography	4	Dip.
38.	Agricultural Science	1	Phd.
39.	Agriculture	1	BSc.
40.	Bee Keeping	1	Dip.
41.	Livestock Science	1	Cert.

Of Which:

Phd.	3
MSc.	4
MA/MBA	4
Med.	9
BSc.	8
H.N.Dip. & Dip.	9
Cert.	46

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83

**SUMMARY**

5:28 Total number of Scholarships announcements to various Ministries were as follows:

Phd.	49
MSc.	240
MA, MBA, Med., M. Phil.	70
BSc., BA., B. Phil., BEd.	53
P. Graduate	93
Diploma	80
Certificate	856
	-----
	1441

The table below shows the Scholarships awarded by donor Countries and Organizations.

**3: ACTUAL PLACEMENT OF TRAINEES IN FOREIGN FUNDED PROGRAMME**

5:29 In SA above, the total number of scholarships awarded to the Kenya Government was 1139. However, some of the scholarships were not utilized due to late announcements, exigency of work or delay on the part of the Ministry in

nominating the candidate, nomination of un-qualified candidate or failure by the candidate to take up the scholarship due to unavoidable circumstances. Under such instances, some donors have accepted to carry forward the awards to the following year.

During the period under review the following in-service officers benefited from the scholarship awards.

BRITISH COUNCIL FELLOWSHIP

<u>NAME</u>	<u>MINISTRY</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING</u>
1. J.W.Gathee	OP	Agro & Rural Proj. Management	Cert.	18/4/88
2. J.M.Mbuko	OP	Agricultural Proj. Planning	Cert.	11/1/88
3. R.W.Wanyama	OP	Scientific Aids course	Cert.	16/5/88
4. J.T.Karanja	OP	Scientific Aids Course	Cert.	16/5/88
5. S.G.Wandanda	OP	Public Admin. & Management	Dip.	29/9/88
6. M.Dulo	OP	Public Admin. & Management	Dip.	29/9/88
7. J.K.Chege	OP	Public Admin. & Management	Dip.	29/9/88
8. Ali Saleh	OP	Public Admin. & Management	Dip.	29/9/88
9. S.O.Onchari	OP	Public Admin. & Management	Dip.	29/9/88
10. S.S. Boit	OP	Public Admin. & Management	Dip.	29/9/88
11. S.M.Toyya	OP	Agricultural & Rural Manag. course	Cert.	9/9/88
12. P.Ndungu	OP	Business Admin.	Dip.	26/9/88
13. A.G.Mwaluma	OP	Manpower Planning	Cert.	27/6/88
14. S.K.Maina	OP	Planning & Manag. of Rural Develop.	Cert.	3/4/88
15. A.V.Kafwili	OP	Senior Management	Cert.	11/1/88
16. P.G.Njogu	OP	Development Admin.	M.A	26/9/88

17.	J.M.Mwamisi	Health	Teaching Engl.	M.Ed	23/9/88
18.	W.M.Mjambili	Health	Advac. Nursing	Dip.	16/9/88
19.	A.K.Langat	Health	Commun. Health	Msc.	30/9/88
20.	M.N.Mbito	Health	Popula. Policies	Msc.	30/9/88
21.	J.W.Njeru	Health	Advanced Nursing	Dip.	16/9/88
22.	D.A.Ndegwa	Health	Med. Parasitology	Msc.	9/9/88
23.	F.E.Odhiambo	Health	Pharm. Analysis	Msc.	7/10/88
24.	J.L.Barasa	Health	Tech. Cardiology	P.Gr.	27/6/88
25.	W.K.Boit	Health	Public Sector Administration	Cert.	24/5/88
26.	Dr.K.Mailu	Health	Medical Genetics	Msc.	5/10/88
27.	G.M.Omondi	Health	Maternal Child	Dip.	5/10/88
28.	J.W.Kingori	Health	Teaching Primary	Dip.	10/4/88
29.	N.K.Ndwiga	Health	Medical Demography	Msc.	Sept.88
30.	Dr.J.Omang	Health	Radio Therapy	Msc.	Oct. 88
31.	C.A.Nyaoro	Health	Manpower Studies	M.A	Oct. 88
32.	S.L.Oyombe	Health	Statistics	Dip.	Sept.88
33.	W.M.Kamau	Health	English	M.Ed	Sept.88
34.	N.O.Mwema	Health	Medical Demography	Msc.	Sept.88
35.	Dr.H.Abwao	Health	Radiotherapy	Msc.	Sept.88
36.	W.O.Musumba	Health	Renal Nursing	Cert.	Sept.88
37.	F.G.Baruithi	Inform.	Accountancy & Finc.	Cert.	Jan. 88
38.	S.R.Ibeere	Suppl & Markt.	Manag. Accounting	Cert.	Jan. 88
39.	C.K.Kinga	Water	Hydrology	Msc.	Oct. 88
40.	Dr.W.Onyango	Regional Dev.	Planning, Appraisal Implimentation of Water Supply & Sanitaiton Projects	Cert.	Jan. 89
41.	J.N., Kaindi	Regioanl Dev.	Irrigation Eng.	Msc.	Sept.88
42.	J.M.Nyaga	Regional Dev.	Business Admin.	Mba	Sept.88
43.	J.M.Kimonye	Industry	Food Science	Msc.	Sept.88
44.	B.K.Kariuki	Publ.Wrk	Environment Engin.	Msc.	Sept.88
45.	C.F.L.Mbakaya	Publ.Wrk	Advanced Analytical Chemitry	Msc	Oct. 88
46.	Dr.M.Mwangi	Publ.Wrk	Manpower Studies	Cert.	Oct. 88
47.	S.N.Wambugu	Publ.Wrk	Carpentry & W/Shop Management	Cert.	Sept.88
48.	D.O.Ochieng	Publ.Wrk	Electronics	B.Eng.	Oct. 88
49.	Mwaniki Gichia	Publ.Wrk	Environment Design	Cert.	Oct. 88
50.	C.M.Muema	Publ.Wrk	Civil Engineering	B.Eng.	Sept.88
51.	J.G.Nyachieo	Publ.Wrk	Intergrated Tr. in Auto-Mechanic Eng.	Msc.	Oct. 88
52.	J.O.Ogango	Publ.Wrk	Construction Manag.	Msc.	Oct. 88
53.	S.Mwenda	Publ.Wrk	Intergrated Tr. in Auto-Mechanic Eng.	Msc.	Jan. 89
54.	B.B.Bejua	Publ.Wrk	Intergrated Tr. in Auto-Mechanic Eng.	Msc.	Apr. 88
55.	S.K.Karugondo	Publ.Wrk	Site Management	Cert.	Apr. 88
56.	E.B.Njoroge	Publ.Wrk	Health Safety Magn.	Cert.	Aug. 88

57.	B.K.Kariuki	Publ.Wrk	Soil Mechanics	Msc.	Sept.88
58.	B.M.Wamaya	Publ.Wrk	Soil Mechanics	Msc.	Oct. 88
59.	F.K.Ingara	Publ.Wrk	Construction	Msc.	Oct. 88
60.	D.H.Omolo	Publ.Wrk	Low Cost Build. Tech.	P.Gr.	Sept.88
61.	G.Njogu	Publ.Wrk	Senior Magnt.	Cert.	11/1/88
62.	D.N.Nzavi	Publ.Wrk	Industr.Attch.	P.Gr.	Feb. 88
63.	G.M.Masese	Publ.Wrk	Planning & Mangt. of Rural De.	Cert.	Apr. 88
64.	P.N.Mitchie	Publ.Wrk	Landscape Archit.	Cert.	Marc.88
65.	E.B.Njoroge	Publ.Wrk	Bachelor of Sc.	Bsc.	Sept.88
66.	F.K.Ingara	Publ.Wrk	Construction	Msc.	Sept.88
67.	E.C.Njer	Co-op	Agriculture Dev.	Msc.	Sept.88
68.	M.Wanyonyi	Co-op	Planning with Women	Cert.	11/4/88
69.	I.M.Kilonzo	Water	Coffee Processing	Cert.	2/4/88
70.	C.K.Kinga	Water	Hydrology	Msc.	Aug. 88
71.	I.N.Kiragu	Agricul.	Accounting	Cert.	15/4/88
72.	J.M.Tubei	Agricul.	Crop Protection	Msc.	8/4/88
73.	J.N.Makanyaoro	Agricul.	Dev. Finance	Dip.	3/10/88
74.	J.M.Samenye	Agricul.	Women in Agric.	Cert.	21/4/88
75.	P.N.Ndikwe	Agricul.	Women in Agric.	Cert.	21/4/88
76.	I.W.Fachohi	Agricul.	Women in Agric.	Cert.	21/4/88
77.	P.A.Opande	Agricul.	Women.in Agric.	Cert.	21/4/88
78.	J.S.Kado	Agricul.	Management Dev.	Cert.	30/5/88
79.	D.Mururgu	Agricul.	Advanced Manag.	Cert.	Marc.88
80.	A.N.Nyangera	Agricul.	Accounting	Msc.	Oct. 88
81.	M.O.Abuon	Commerce	Business Admin.	MBA	27/9/88
82.	B.M.Mwangola	Commerce	Manpower Studies	Cert.	9/9/88
83.	J.R.Mbura	Livestock	Tropical Vet.	Msc.	Oct. 88
84.	P.J.Nkonge	Livestock	Agriculture	Msc.	Oct. 88
85.	A.O.Omore	Livestock	Animal Production	Msc.	Sept.88
86.	Dr.C.Wonjohi	Livestock	Micro-computers	Cert.	Oct. 88
87.	I.C.Kiplangat	Livestock	Agriculture	Msc.	Sept.88
88.	J.N.Karitu	Livestock	Meat Science	Msc.	Oct. 88
89.	D.M.Njiru	Livestock	Poultry Dev.	Msc.	Oct. 88
90.	E.D.Marangu	Livestock	Range Management	Msc.	Sept.88
91.	J.E.Wachiira	Livestock	Vet.Microbiology	Msc.	Oct. 88
92.	J.K.Wanyaiya	Livestock	Management Dev.	Cert.	Sept.88
93.	S.K.Kamuyu	Livestock	Management Dev.	Cert.	Sept.88
94.	S.M.Mwale	Livestock	Agric. Economics	Msc.	Sept.88
95.	P.Odhiambo	Livestock	Agric. Economics	Msc.	Sept.88
96.	F.S.Wasabulo	Livestock	Agric. Extension	Msc.	Sept.88
97.	B.M.Githinji	Livestock	Manpower Studies	M.A	Sept.88
98.	J.M.Mulatya	E & NR	Resource Manag.	Cert.	Sept.88
99.	H.M.Muturi	E & NR	Applied Rem.Sensing		Sept.88
100.	C.K.Kipserem	E & NR	Management of Agro-Forestry	P.Gr.	11/8/88
101.	A.M.Ochino	E & NR	Soc. Forestry	Cert.	25/6/88
102.	H.G.Shiyuka	E & Nr	Soc. Forestry	Cert.	29/6/88
103.	P.S.Macharia	E & NR	Soc. Forestry	Cert.	25/6/88
104.	J.Njogu	E & NR	Soc. Forestry	Cert.	25/6/88
105.	Mrs.Mwanundu	E & NR	Forestry Course	Msc.	Sept.88

106.	Miss Girao	E & NR	Forestry Course	Msc.	Sept.88
107.	A.O.B.Odeawa	E & NR	Remote Sensing	Msc.	Sept.88
108.	V.K.Njuki	E & NR	Resource Assessment	Msc.	Sept.88
109.	M.K.Njibwakale	DPM	Business Admin.	MBA	3/10/88
110.	J.Mathu (Mrs)	DPM	Curriculum Studies	MA	3/10/88
111.	R.Wanjau (Mrs)	DPM	Business Studies	Msc.	28/9/88
112.	K.Kibiru	DPM	Manpower Studies	Cert.	16/9/88
113.	D.J.Katemo	DPM	Business Studies	MBA	23/9/88
114.	A.Karanja (Mrs)	DPM	Library Inform.	Msc.	9/9/88
115.	G.A.Okungu	DPM	Soc.Dev.Planning	Msc.	16/9/88
116.	G.H.Onyango	DPM	Mnagmt. of Training	Cert.	15/7/88
117.	F.O.Ndege	DPM	Records Management	Cert.	28/9/88
118.	A.K.Cherop	DPM	Mangmnt Analysis & Consultancy	Cert.	28/9/88
119.	N.O.Ndumbi	DPM	Mangmnt Analysis & Consultancy	Cert.	8/6/88
120.	R.N.Kuloba	AG	Law	LLM	3/10/88
121.	U.P.Kidula	AG	Law	LLM	3/10/88
122.	J.J.Kamau	AG	Public Trustee Att.	Cert.	Oct. 88
123.	J.S.Chengo	labour	Sharing Training Expertise	Cert.	25/7/88
124.	W.Adembo	Labour	Occupational Hygien.	Msc.	Sept.88
125.	P.M.Nzungi	Tourism	Fisheries Biology	Msc.	16/1/88
126.	F.O.Pertet	Tourism	Management	Msc.	Sept.88
127.	E.W.Kamau	V.P	Applied Criminology	Dip.	5/10/88
128.	S.S.Mbete	V.P	Population Studies	Msc.	4/10/88
129.	S.K.Kariuki	V.P	Social Policy Dev.	Dip.	26/9/88
130.	J.P.M.Kaurern	V.P	Population Studies	Msc.	23/9/88
131.	J.N. Mwangi	V.P	Taxomony of Insects	Cert.	16/3/88
132.	K.W.O.Aduda	Energy	Power Applications	Dip.	25/6/88
133.	J.K.Cheruiyot	Energy	Drill. Engineering	PG	17/3/88
134.	M.Nzoka Mbuvi	Energy	Maintenance of Electrical Equip.	PG	17/3/88
135.	W.O.Oluoch	Energy	Public Enterprise Management	Cert.	Apr. 88
136.	J.B.Wairoma	Energy	Commercial law & Contract course	Cert.	May 88
137.	K.W.O.Aduda	Energy	Electrical Power Application	Cert.	Oct. 88
138.	F.M.Mjumwa	Energy	Electrical Power Application	Cert.	Oct. 88
139.	H.S.Obwaya	Eneragy	Combustio & Energy	Msc.	Sept.88
140.	M.O.Korowe	Energy	Applied Geophysics	Msc.	Oct. 88
141.	F.K.Myचना	Energy	Petrochemical & Hydrocab.Chemistry	MSc.	Sept.88
142.	O.Ndirangu	Energy	Industrial & Infra- struture Project Management	Cert.	Sept.88
143.	R.K.Korio	Energy	Geological Engin.	Msc.	Sept.88
144.	W.K.Rotich	TT & AT	B.Tech.	END	Sept.88
145.	L.K.Wanjohi	TT & AT	Education	Dip.	Sept.88
146.	G.Aura	TT & AT	Engineering	Bsc.	Sept.88

147.	E.N.Karanja	TT & AT	Tech. Teaching	Med.	Sept.88
148.	A.K.Batti	TT & AT	Instrumentation	Msc.	Sept.88
149.	P.B.Ochola	TT & AT	Operations, Res.	Mdc	Sept.88
150.	J.M.Kimonye	Industry	Food Science	Msc.	Sept.88
151.	F.S.Wasabulo	Livestock	Agr. Extension	Dip.	Sept.88
152.	S.M.Njuguna	Audit G.	Auditing	Dip.	Sept.88
153.	B.M.Maasde	Audit G.	Auditing	Cert.	Sept.88
154.	B.M.Mukula	Audit G.	Auditing	Cert.	Sept.88
155.	J.M.Ndweyi	Audit G	Auditing	Cert.	Sept.88
156.	R.W.Muriithi	Audit G.	Publ.Sector Audit	Dip.	Sept.88
157.	Mrs.P.Kamora	Audit G.	Snr Auditors Course	Cert.	Sept.88
158.	Sarah Ngechu	TT & AT	Photocomposition	Cert.	Sept.88
159.	I.M.Waire	TT & AT	Mechanics	B.Eng.	Oct. 88
160.	A.B.Omoto	TT & AT	Statistics & Compt. Science	Msc.	Oct. 88
161.	G.Karianjahi	TT & AT	Clothing Technology	Dip.	Sept.88
162.	W.Nganga	TT & AT	Business Admin.	MBA	Sept.88
163.	R. Kimotho	TT & AT	Civil Engineering	Bsc.	Sept.88
164.	J.K.Kinuthia	TT & AT	Information Techno.	Dip.	Sept.88
165.	S.K.Mukuzi	TT & AT	Industrial Plant Maint.	Cert.	Nov. 88
166.	S.W.Mbugua	TT & AT	Catering & Applied Nut.	Dip.	Sept.88
167.	J.K. Kirigia	TT & AT	Computer Science	Dip.	Sept.88
168.	D.O.Otieno	TT & AT	Chemical Engin.	B.Eng.	Sept.88
169.	H.J.Onyango	TT & AT	Advanced Engin.Sys.	Dip.	Oct. 88
170.	W.M.Bana	TT & AT	Accounting Eng.Sys.	B.A	Oct. 88
171.	H.C.Tsuma	TT & AT	Production Eng.Magn.	Cert.	Sept.88
172.	H.A.Maloya	TT & AT	Quantity Surveying	Bsc.	Sept.88
173.	G.A.Aluku	TT & AT	Molecular Biology	Msc.	Oct. 88
174.	L.I.Maina	TT & AT	Electronics	B.Eng.	Sept.88
175.	F.M.Kagucia	TT & AT	Instrumentation & Control Engineering	B.Eng.	Sept.88
176.	P.Kavulu	TT & AT	Electrical Power	Dip.	Oct. 88
177.	G.W.Wayembi	TT & AT	Computer Science	Dip.	Oct. 88
178.	V.Lusweti	TT & AT	Surveying & Mapping	Bsc.	Sept.88
179.	J.O.Anya	TT & AT	Mechanical Engin.	B.Eng.	Oct. 88
180.	M.P.Ibua	TT & AT	Business Admin.	MBA	Oct. 88
181.	J.Mochama	TT & AT	Statistics & Operations Research	Dip.	Oct. 88
182.	J.W.Macharia	TT & AT	Management Studies	Dip.	Sept.88
183.	P.M.Weru	Audit G.	Accounting	Dip.	Sept.88
184.	J.O.Awuor	Audit G.	Accounting	Dip.	Sept.88
185.	W.W.Toili	Educat.	Science Educ.	Med.	26/9/88
186.	A.Ojwang	Educat.	Educ. Technology	Med.	Oct. 88
187.	W.J.Buyela	Educat.	Educ. Studies	Dip.	30/9/88
188.	P.K.Waithaka	Educat.	Agriculture Educ.	Msc.	22/9/88
189.	K.M.Ibutu	Educat.	Education	Med.	Sept.88
190.	B.W.Gachichi	Educat.	Education	Cert.	Sept.88
191.	D.Desouza	Educat.	Education	Cert.	Sept.88
192.	G.K.Katiku	Educat.	Attachment	Cert.	Sept.88
193.	L.W.Muchemi	Educat.	Education	Msc.	Sept.88

194.	J.O.Siuingi	Educat.	Pract. Attachment	Cert.	Sept.88
195.	G.M.Gatero	Educat.	Librarianship	MA	Sept.88
196.	S.W.Boidhie	Educat.	Librarianship	MA	Sept.88
197.	E.N.Kimani	Educat.	Lab.Tech.	Part III	Sept.88
198.	F.M.Nyaga	Educat.	Pract.Training	Dip.	Sept.88
199.	B.W.Wambugu	Educat.	Agric.Engineering	Msc.	Sept.88
200.	C.M.Mwatika	Educat.	Glass Blowing	Bsc.	Sept.88
201.	P.Rachwonyo	Educat.	Microcomputer	Msc	Sept.88
202.	J.M.Matheka	Educat.	Short course	Cert.	Sept.88
203.	D.N.Mwangiri	Educat.	Special Education	Msc.	Sept.88
204.	J.J.Ochieng	Educat.	Agri. Education	Msc.	Sept.88
205.	C.O.Oguda	Educat.	Science Education	Dip./ Msc.	Sept.88
206.	D.M.Ringera	Educat.	Science Education	Dip/ Msc	Sept.88
207.	P.W.Muthee	Educat.	Science Education	Dip/ Msc	Sept.88
208.	N.T.Muriithi	Educat.	Education Studies	Dip.	Sept.88
209.	A.K.A Ketter	Educat.	Education	Cert.	Sept.88
210.	A.M.Mango	Educat.	Linguistic	M.A	Sept.88
211.	H.W.Waweru	Educat.	Educat. Management & Administration	Cert.	Sept.88
212.	L.G.Kamanja	Educat.	Applied Linguistic	MA	Sept.88
213.	D.J.N.Kombw	Educat.	Building	B.Eng.	Oct. 88
214.	P.O.Were	Educat.	Educat. Management & Administration	Cert.	Sept.88
215.	I.Cherotich	Educat.	Educat. Management & Administration	Cert.	Sept.88
216.	J.K.Amdany	Educat.	Educat. Management & Administration	Cert.	Sept.88
217.	M.N.Ngunju	Educat.	Business Administ.	MBA	Sept.88
218.	J.K.Murei	Educat.	Education	M Ed.	
219.	C.G.Mureithi	Educat.	Special Education	Dip.	Sept.88
220.	S.K.Chege	Educat.	English	MA	Sept.88
221.	M.K.Kilonzo	Educat.	Education	M.Ed	Sept.88
222.	S.K.Luyali	Educat.	Education	M.Ed	Sept.88
223.	S.L.Luyali	Educat.	Mathematics	Dip.	Sept.88
224.	E.K.Mwongera	Educat.	Education	M.Ed	Sept.88
225.	O.J.Nungo	Educat.	Education	M.Ed	Sept.88
226.	J.J.K'onnyango	Agric.		Msc	Sept.88
227.	E.K.Mwarania	Educat.	Micro-Wave Engin.	Phd	Sept.88
228.	J.N.Njoroge	Educat.	Practical Tran.in Elect.	Cert.	Aug. 88
229.	W.O.Walunya	Educat.	Herbarium Techniq.	Cert.	Sept.88
230.	M.Mangoli	Educat.	Digit Control	Phd.	Sept.88
231.	F.O.K'obut	Educat.	City & Guilds III	Dip.	Sept.88
232.	S.P.K.Karuu	Educat.	Chemistry	Phd.	Sept.88
233.	Jumba	Educat.	Analytical Chemist.	Phd.	Sept.88
234.	K.Munene	Educat.	Acheology	Phd.	Sept.88
235.	J.Kinyamario	Educat.	Computer Scince	Phd.	Aug. 88
236.	E.E.Maina	Educat.	Manag.of Chemistry	Cert.	Jan. 88

			Laboratories		
237.	S.M.Kangethe	Educat.	Physics	Phd.	1988
238.	K.D.Otieno	Educat.	Meteorology	Phd.	1988
239.	F.N.Mbogo	Educat.	Chemistry	Phd.	Jan. 89
240.	G.M.Githu	Educat.	Statistics	Phd.	Oct. 88
241.	E.A.Nyamsyo	Educat.	Linguistic	Phd.	Oct. 88
242.	G.K.Muthakia	Educat.	Chemistry	Phd.	Oct. 88
243.	D.Achieng	Educat.	Librarianship	MA	Oct. 88
244.	P.W.Mburu	Educat.	Biology	Phd.	Oct. 88
245.	A.J.Ogao	Educat.	Lab. Techn.	Dip.	Sept.88
246.	G.W.Gatheri	Educat.	Research	Phd	Oct. 88
247.	J.E.Otiende	Educat.	Short course	Cert.	Oct. 88
248.	A.O.Atego	Educat.	Short course		Oct. 88
249.	A.A.Kapere	Educat.	University Admin.	Cert.	Oct. 88
250.	R.M.Onyancha	Educat.	Industr.Measurement	Msc.	Oct. 88
251.	S.W.Khausi	Educat.	Management & Admin. of High Education	M.Ed	Sept.88
252.	C.O.Odiui	Educat.	Librarianship	MA	Oct. 88
253.	K.G.Kariuki	Transp.	Financial Studies	Msc.	Sept.88
254.	T.O.Amolo	Transp.	Vehicle Body Work Repa.	Cert.	Oct. 88
255.	S.N.Ngugi	Transp.	Course in Aviation Ground Lighting, medium & High Voltage	Cert.	Oct. 88
256.	P.A.Oloo	Transp.	Electronics & Comm.	Dip.	Sept.88
257.	R.J.Lubanga	Transp.	Electronics & Comm.	Dip.	Sept.88
258.	Y.M.Alambo	Transp.	Accountancy & Finc.	Cert.	Sept.88
259.	C.K.Ngure	Transp.	Occupational Health	Cert.	Sept.88
260.	J.P.Odhiambo	Transp.	Port Manag.course	Dip.	Sept.88
261.	S.W.Kambo	Transp.	Certificate of Competency	Cert.	Sept.88
262.	A.K.Musau	Transp.	Accountancy & Finc.	Cert.	Sept.88
263.	E.N.Gathara	Transp.	Management course	Cert.	Sept.88
264.	B.O.Shiloo	Transp.	Maritime Engin.	Cert.	Sept.88
265.	E.O.Egala	Transp.	Meteorological Eng. co.	Cert.	Oct. 88
266.	Rosely Odera	F.Affairs	Conference Interpretation	Dip.	Sept.88
267.	J.K.Kaptich	Transp.	Sharing British Tran. Expertise	Cert.	25/7/88
268.	J.M.Orinda	Transp.	Highway Engineering	Msc.	3/10/88
269.	A.Gitonga	Transp.	Highway Engineering	Msc.	26/9/88
270.	A.B.Koech	Transp.	Training Management	Cert.	26/8/88
271.	S.N.Mwaruta	Transp.	Management Serv.	Dip.	19/9/88
272.	J.Y.Nyalwa	Transp.	Human Resource Man.	Cert.	22/8/88
273.	M.O.Myamwea	Transp.	Suppl.& Materials	Cert.	27/6/88
274.	J.M.Muia	Transp.	Suppl.& Materials	Cert.	27/6/88
275.	G.W.Wahome	Transp.	Suppl.& Materials	Cert.	27/6/88
276.	V.Magongo	Transp.	Motive Power	Cert.	1/7/88
277.	W.E.Adhock	Transp.	Motive Power	Cert.	1/7/88
278.	J.N.Kamau	Transp.	Personnel Manag.	Cert.	1988
279.	O.M.A.Matano	Transp.	Port Shipp.Admin.	Cert.	Sept.88

280.	J.B.Okara	Transp.	Railway Management	Cert.	6/5/88
281.	D.K.A.Tanui	Transp.	Digital Network	Cert.	30/8/88
282.	S.O.Moyi	Transp.	Digital Network	Cert.	30/8/88
283.	C.M.Lirovas	Transp.	Cert.of Competency	Cert.	1/4/88
284.	J.M.Mugambi	Transp.	Cert.of Competency	Cert.	1/4/88
285.	J.W.Kamau	Transp.	Personnel Admins.	Cert.	Sept.88
286.	W.Natitare	Research	Vinology	Msc.	Sept.88
287.	E.N.Odongo	Research	Animal Nutrition	Msc.	Sept.88
288.	N.K.N.Otuke	Research	Manpower	MA	Sept.88
289.	S.G.Ndungu	Research	Parasitology	Phd.Vet	Oct.88
290.	S.S.Sande	Research	Vaccinne Production	Cert.	Nov.88
291.	J.N.Mehtu	Research	Animal Nutrition	Cert.	Oct.88
292.	J.K.Habati	Research	Chemistry	Phd.	Oct.88
293.	H.N.Njenga	Research	Chemical Engin.	Phd.	Oct.88
294.	J.L.Logovane	Research	Library & Inform.	Msc.	Sept.88
293.	M.K.Ihiga	Research	Vet.Parasitology	Msc.	Oct.88
294.	S.W.Nginya	Research	Library & Inform.	Msc.	Sept.88
295.	S.K.Mining	Research	Vet. Science	Phd.	Sept.88
296.	R.W.Kiome	Research	Soil Survey	Cert.	1988
297.	W.Natitare	Research	Vinology	Msc.	Sept.88
298.	E.N.Odongo	Research	Animal Nutrition	Msc.	Sept.88
299.	N.K.N.Otuke	Research	Manpower	MA	Sept.88
300.	S.G.Ndungu	Research	Parasitology	Phd Vet	Oct.88
301.	S.S.Sande	Research	Vaccinne Production	Cert .	Nov.88
302.	J.N.Mehtu	Research	Animal Nutrition	Cert .	Oct.88
303.	J.K.Habati	Research	Chemistry	Phd	Oct.88
304.	H.N.Njenga	Research	Chemical engin.	Phd	Oct.88
305.	J.L.Logovane	Research	Library & Inform.	Msc	Sept.88
306.	M.K. Ihiga	Research	Vet. Parasitology	Msc	Oct.88
307.	S.W.Nginya	Research	Libray & Inform.	Msc	Sept.88
308.	S.K.Mining	Research	Vet. Science	Phd	Sept.88
309.	R.W Kiome	Research	Soil Survey	Cert .	1988
310.	J.K.Ngugi	Research	Science & lab. Instrument	Cert.	Jan. 88
311.	H.B.O'hara	Research	Tropical Vet.	Msc.	Oct. 88
311.	D.M.Mwangi	Research	Grassland Science	Msc.	Sept.88
312.	M.K.Nyaga	Research	Agriculture Extens.	Msc.	Sept.88
313.	L.EKibihya	Research	H.I.V. Infection	Msc.	Sept.88
314.	E.M.Kyalo	H/Affairs	Population Policies & Programmes	Msc.	Oct. 88
315.	S.W.Muigai	H/Affairs	Social Policy & Planning	Msc.	Sept.88
316.	E.N.Kioko	H/Affairs	Applied Insect Taxohomy	Dip.	Sept.88
317.	J.N.Omagwa	H/Affairs	Medical Demography	Msc.	Sept.88
318.	I.K.Kairo	Research	Applied Entomology	Msc.	Sept.88
319.	J.O.Otieno	Research	Environmental For.	Msc.	Sept.88
320.	J.M.Okello	Research	Electric Engin.	Bsc.	Sept.88
321.	S.A.Ougo	Research	Applied Immunology	Msc.	Sept.88
322.	A.Linyonyi	Research	East Coast Fever	Phd.	21/3/88
323.	J.H.O.Otieno	Research	Envion.Forest	Msc.	6/10/88
324.	D.P.Kariuki	Research	East Coast Fever	Phd.	1988

325.	J.M.Kariuki	Culture	Librarianship	Dip.	3/10/88
326.	J.Owiti (Mrs)	Culture	Librarianship	Dip.	3/10/88
327.	D.M.Muswili	Culture	Librarianship	Dip.	3/10/88
328.	J.G.Mathinde	Culture	Social Policy	Dip.	26/9/88
329.	M.B.Mukabana	Culture	Pop.Policies	Msc.	4/10/88
330.	J.M.Katwa	Culture	Pop.Policies	Msc.	4/10/88
331.	B.F.Nkungi	Culture	Pop.Policies	Msc.	4/10/88
332.	C.M.Kimita	Culture	Pop.Policies	Msc.	4/10/88
333.	J.A.M.Mutie	Culture	Pop.Policies		29/9/88
334.	J.O.Ambuka	Culture	Planning for Women for Urban Dev.	Cert.	11/4/88
335.	N.W.Ngunjiri	Culture	Adult Education	MA	Sept.88
336.	M.P.Kago	Culture	Education	BA	Sept.88
337.	J.S.Muiyoro	Finance	Accounts	Cert.	Sept.88
338.	S.P.Ram	Finance	Accounts	Cert.	Sept.88
339.	J.M.Karuri	Finance	Account	Cert.	Sept.88
340.	A.I.Okoth	Planning	Human Resources Dev. Statistics	Msc.	Sept.88
341.	S.L.Oyombe	Planning	Statistics	Msc.	Sept.88
342.	R.J.Ombui	Planning	Development Econ.	MA.	Sept.88
343.	J.S.Mudaki	Planning	Development Econ. Statistics	Dip.	Sept.88
344.	E.A.Odhimbo	Planning	Statistics	Msc.	May 88
345.	C.M.Wanjaria	Planning	Computer Science	Msc.	Oct.88
346.	D.G.Muigai	Finance	Management for Tax Official	Cert.	15/7/89
347.	P.M.Ogega	Finance	Public Sector Aud.	Dip.	29/9/88
348.	B.M.Okwara	Finance	Public Sector Aud.	Dip.	29/9/88
349.	P.M.Kimani	Finance	Public Sector	Dip.	29/9/88
350.	L.F.Mboya	Finance	Tax Officers Course	Cert.	11/7/88
351.	W.L.Miheso	Finance	Tax Officers Course	Cert.	17/7/88
352.	L.M.Nambale	Finance	Custom Enforcement	Cert.	12/9/88
353.	J.K.Kimaiga	Finance	Banking & Finance	Msc.	6/10/88
354.	R.A.Okumu	Loc.Gov.	Development Admin.	Dip.	26/9/88
355.	P.M.Kibuchi	Loc.Gov.	Development Finance	Msc	Sept.88
356.	R.K.Chutha	Loc.Gov.	Urban Dev. Planning	Msc.	3/10/88
357.	F.A.Mnatadin	Loc.Gov.	Highway Engineering	Dip.	7/10/88
358.	K.Mwero	Lands	Hydrography	P.G.	3/9/88
359.	P.L.Janga	Lands	Animal Product	Msc.	May 88
360.	E.M.Kiguru	Lands	Manag.for Lands & Survey	Cert.	30/4/88
361.	E.C.Godia	Planning	Rural Development	MA.	16/9/88
362.	S.W.Maghanga	Planning	Rural Research & Planning	MA.	Jan.88
363.	T.K.Kirui	Lands	Cadastre	Msc.	Sept.88

SCHOLARSHIP AWARDS FROM INTERNATIONAL ORGANIZATION

UNITED NATIONAS DEVELOPMENT PROGRAMME (UNDP)

	<u>NAME</u>	<u>MIN./DEPT</u>	<u>TITLES OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	P.M.Wambua	OP	Drugs Abuse	Cert.	18/4/88
2.	I.Ikenga	OP	Financial Mang.	Cert	6/6/88
3.	R.Bunei	Pub.Wrks.	Chief Executive Course	Cert.	8/4/88
4.	J.Mwandawiro	Agric.	Post Harvest Fruit, Veg.& Root Crop Tech.	Cert.	7/4/88
5.	T.M.Wekesa	DPM	Manpower Studies	MA.	1/4/88
6.	Z.K.Ndungu	Educat.	Financial Mang.	Cert.	4/4/88
7.	R.Rop.	Educat.	Special Education	MA.	1988
8.	J.Bii	Eduact.	Marketing	Phd.	1988
9.	P.Weru	Educat.	Mang.of Training	Cert.	1988
10.	G.Kenda	Educat.	Design Mang.of Tr.	Cert.	1988
11.	P.A.Ouma	Energy	Geothermal Course	Dip.	Jan.88
12.	D.N.Ngai	Energy	Gethermal Course	Dip.	Jan.88
13.	G.N.Kimemia	Tran/Com.	Air Space Law	Cert.	14/4/88
14.	P.O.Agesa	Cult/SS	Project Planning	Cert.	22/2/88
15.	E.J.Miriti	Cult/SS	Project Planning	Cert.	22/2/88
16.	P.K.Cheloti	Finance	Legal Advisers Course	Cert.	9/4/88
17.	S.M.Makore	Finance	Insurance Course	Cert.	25/8/88
18.	H.Bagna	P&Nat.Dev.	Tokten Course	Cert.	3/2/88
19.	J.K.Bii	P&Nat.Dev.	Population Studies	MA.	1988
20.	C.J.Angara	P&Nat.Dev.	Econ.Dev.Planning	MA.	1988
21.	P.W.Nyongesa	P&Nat.Dev.	Computer Data Processing	PGrad.	1988
22.	Adeel Haq	A.G.Cham.	Dev.Lawyers Course	Cert.	3/3/88
23.	M/S J.Gichangi	A.G.	Admin.of Justice & Constitution.Rights	Cert.	Aug.88
24.	J.K.Ngeno	Finance	Industrialization Mang.& Foreign Investment	Cert.	Sept.88

UNESCO

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLES OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	J.N.Kamau	Water	Water Resources	Msc.	Nov.88
2.	K.Chome	Water	Water Resourse Eng.	Msc.	Oct.88
3.	J.M.Ogola	Industry	Indurtry Eng.Mang.	Msc.	Nov.88
4.	O.Israel	Educat.	Special Education	Cert.	Sept.88
5.	A.Ndwiga	Agric.	Water Resourse Eng.	Msc.	Nov.88

### JAPAN FOUNDATION PROGRAMME FOR ATHLETIC INSTRUCTORS

1.	J.P.Kubai	Educat.	Athletic	Cert.	Nov.88
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### WORLD BANK SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	S.Kamunge	Agric.	EDP Management	Cert.	26/2/88
2.	H.Musyoka	Agric.	EDP Management	Cert.	26/2/88
3.	G.A.Mbovi	Agric.	Fundamentals of Management	Cert.	1/6/88
4.	P.C.Njoroge	Agric.	Planning Course	Cert	1/6/88
5.	J.K.Karanja	Agric.	Planning Course	Cert.	27/3/88
6.	C.N.Macharia	Livsk Dev.	Financial Manag.	Cert.	26/6/88
7.	R.N.Macharia	Livsk Dev.	Financial Manag.	Cert.	6/6/88
8.	D.M.Mutangili	Educat.	Personnel & Train.	Cert.	18/7/88
9.	P.C.Tum	Educat.	Education	MED.	15/9/88
10.	G.M.Muita	Educat.	Comm.Planning	Cert.	5/6/88
11.	J.O.Obongo	Industry	Economic Management	Cert.	8/8/88
12.	B.T.Korir	Finance	Economic Management	Cert.	5/8/88
13.	D.K.Kinyua	Finance	Economic Policy	Msc.	7/7/88
14.	C.I.Muiruri	L.G.& PP	Dev.Administration	Dip.	3/10/88
15.	S.K.Gathu	L.G.& PP	Road Maintenance	Cert.	27/6/88
16.	D.K.Andere	L.G.& PP	Land Management	Cert.	5/8/88
17.	H.A.Angung	Educat.	Rural & Land Ecology Survey	Cert	Sept.88
18.	G.M.Gachanja	Finance	Public Enterprise	Cert.	Sept.88

### UNEP/HABITAT SCHOLARSHIPS

1.	S.Njiru	Agric.	Innovation post Mgt.	Cert.	12/4/88
2.	M.Mcahando	Livsk.Dev.	Bee Keeping	Cert.	10/4/88
3.	T.Muchai	Livsk.Dev.	Bee Keeping	Cert.	10/4/88
4.	R.Uego	Livsk.Dev.	Bee Keeping	Cert.	10/4/88
5.	S.K.Mugera	Research	Geological aspects of environmental protection	Cert.	Oct.88

### WORLD HEALTH ORGANISATION SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	C.G.Muga	Health	Med.Equipment	Cert.	1/5/88
2.	P.Mwato	Health	Med.Equipment	Cert.	1.5/88
3.	J.M.Mwenda	H/Affairs	Imunolgy	Msc.	Sept.88

### AFRICAN REGIONAL LABOUR ADMINISTRATION CENTRE (ARLAC) AWARDS

1.	I.Kiriga	Labour	Labour Admin.	Cert.	22/2/88
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2.	A.Sangir	Labour	Labour Admin.	Cert.	22/2/88
3.	R.Kisia	Labour	Preparatory course for Labour officers	Cert.	2/7/88
4.	C.Taina	Labour	Preparatory course for Labour officers	Cert.	2/7/88
5.	Hellen Musa	Labour	Labour Inspectors course	Cert.	25/4/88
6.	J.Makau	Labour	Labour Inspectors course	Cert.	25/4/88
7.	J.Mwangi	Labour	Labour Inspectors course	Cert.	25/4/88

#### AFRICAN DEVELOPMENT BANK SCHOLARSHIPS

1.	T.N.Ikiungu	Energy	Hydro Oritario	Cert.	5/6/88
2.	W.K.Sambu	Energy	Hydro Oritario	Cert.	5/6/88

#### COMMONWEALTH (CFTC) AWARDS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	C.A.Mbaka	OP	Disaster Magn.	Cert.	25/6/88
2.	Dr.J.Muthamia	Health	Oral Pathology	P.Gr.	Oct.88
3.	M.C.Gitari	Commerce	Industrail Rehabi- litation	Cert.	29/6/88
4.	J.U.Waiye	Env.& NR.	Forestry Conf.	Cert.	8/3/88
5.	S.W.Maina	Env.& NR.	Software system	Cert.	8/8/88
6.	J.Gichuki	Health	Public Health Engin.	Cert.	Oct.88
7.	J.M.Kilonzo	Health	Public Health Engin.	Cert.	Oct.88
8.	T.M.Mbaka	Health	Public Health Engin.	Cert.	Oct.88
9.	C.Odongo	Health	Public Health Engin.	Cert.	Oct.88
10.	S.Wamwayi	Health	Electrical Engin.	Cert.	Sept.88
11.	J.M.Nginda	F/Affairs	Manag.Educators	Cert.	Nov.88
12.	J.O.Onyango	Water	Human Resources Mgt.	Sept.	Sept.88
13.	W.W.Maina	Industry	Software systems	Cert.	Aug.88
14.	I.M.Ali	Educat.	Chemistry	Msc.	Sept.88
15.	J.K.Magambo	Educat.	Biology	Phd.	Aug.88
16.	Dr.Amwayi	Educat.	Oro-Facial Develop.	M.Ph.d.	Sept.88
17.	J.K.Chege	Educat.	Clinical Phamacy	M.Pharm.	Sept.88
18.	H.Gichunge	Educat.	Construction Manag.	Msc.	Sept.88
19.	O.M.Gachuru	Finance	Data processing	Msc.	Oct.88
20.	Carren Angara	Planning	Dip.Course IDEP	Dip.	Nov.88
21.	J.N.Gatei	Planning	Planning, Evalau- tion Management	Dip.	Oct.88
22.	F.O.Ochilo	Planning	Economics	M.Phid	Oct.88
23.	S.Gitachu	Co-op.	Management	Dip.	Sept.88

#### UNECA (U.N ECONOMIC COMMISSION FOR AFRICA)

1.	J.Wambugu	Industry	Design spare parts for machines	Cert.	Sept.88
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### UNITED NATIONS FUNDS FOR POPULATION ACTIVITIES

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLES OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	J.B.Karimi	Planning & N.D.	Micro Computer apph.to national Dev.	Cert.	28/8/88
2.	J.Lodiaga	Educat.	Population studies	MA.	Oct.88
3.	P.Wambiya	Educat.	Population studies	MA.	Oct.88
4.	M.Omogi	Educat.	Population studies	MA.	Oct.88

### FAO

1.	Dr.M.Waliomba	Livestk	Livestock Science	Cert.	Oct.88
2.	E.R.Gitonga	Livestk	Livestock Science	Cert.	Oct.88
3.	J.Kamunya	Livestk	Meat Technology	Cert.	Aug.88
4.	C.Kioko	Livestk	Meat Technology	Cert.	Aug.88
5.	D.K.Njeri	Agric.	Pesticide control	Phd.	4/1/88
6.	G.M.Mbita	Env.& NR	Study Tour	Phd.	17/3/88
7.	C.Lenkaak	Env.& NR	Study Tour	Phd.	17/3/88

### INTERNATIONAL CIVIL AVIATION SCHOLARSHIPS

1.	S.N.Ngugi	Tr. & Com.	Training Tech.	Cert.	30/8/88
2.	P.M.Muturi	Tr. & Com.	Airport Maintenance	Cert.	1/8/88
3.	H.A.Odongo	Tr. & Com.	Accident Investigat.	Cert.	11/5/88
4.	J.M.Agwenyi	Tr. & Com.	Advanced Civil Aviation	Cert.	1/5/88
5.	J.Ogega	Tr. & Com.	Advanced Safety	Cert.	1/5/88
6.	R.N.Mbugua	Tr. & Com.	Advanced AIS course	Cert.	23/5/88
7.	M.Radier	Tr. & Com.	Advanced Airport Mangement	Cert.	10/4/88

### INTERNATIOANAL DEVELOPMENT & RESEARCH CENTRE AWARDS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	M.J.Kamau	Educat. (Moi UN.)	Forestry	Phd.	Aug.88
2.	C.Githunguri	Res,Sc.T	Root Agronomy	Cert.	27/1/88
3.	Dr. O.Oduor	Health	Medical Micro-Biology	Msc.	Sept.88

### WORLD METEOROLOGICAL ORGANISATION SCHOLARSHIPS

1.	L.C.Wambugu	Tr. & Com.	Instrument Maint.	Cert.	1/8/88
2.	J.K.Muturi	Tr. & Com.	Instrument Maint.	Cert.	26/5/88

### EUROPEAN ECONOMIC COMMUNITY (EEC) SCHOLARSHIPS

	<u>NAME</u>	<u>MIN. DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	G.M.Muturi	Res.Sc.T	Fodder Production	Cert.	17/4/88
2.	J.K.Kinama	Research	Soil Science	Msc.	Oct.88
3.	J.N.Njoroge	Research	Lab.Technology	Msc.	Oct.88
4.	F.M.Gathuku	Sup.& Mgt	Strengthening of statistical system	Cert.	Sept.88
5.	S.O.Akach	Planning	Strengthening of statistical system in support of food	Cert.	Sept.88

#### UNIDO

1.	J.M.Kitonyi	Research	Process Development	Cert.	1988
2.	G.S.O.Ogonga	Research	Foundry operation	Cert.	Sept.88
3.	G.M.Njiri	Industry	IPGTP for Engineers In Iron & Steel Ind.	Cert.	Sept.88

#### CIMMYT

1.	L.Z.Njage	Research	Experimental Stat. Management	Cert.	Sept.88
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#### INTERNATIONAL CENTRE FOR THEORETICAL PHYSICS

1.	D.O.Omingo	Educat.	Physics of Commun.	Cert.	Nov.88
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#### INTERNATIONAL CRO RESEARCH INSTITUTE AWARDS

1.	J.M.Mutisya	Agric.	In-service training	Cert.	15/5/88
2.	R.O.Odhiambo	Agric.	In-service training	Cert.	15/5/88

#### WORLD COUNCIL OF CHURCHES

1.	S.Marete	Educat.	Christian Religion Education	Dip.	Sept.88
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#### FRENCH SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	S.Mwenda	T.& Wlf	Linguistics	Cert.	4/7/88
2.	G.M.Karanja	Tr.& Com.	Rader Systems	Cert.	22/8/88
3.	A.J.Achoki	Tr.& Com.	Rader Systems	Cert.	22/8/88
4.	J.A.Achoki	Tr.& Com.	Rader Systems	Cert.	22/8/88
5.	J.A.K.Anyango	Tr.& Com.	Rader Systems	Cert.	22/8/88
6.	T.A.Okinda	Tr.& Com.	Rader Systems	Cert.	22/8/88

7.	J.J.Muchehe	Tr. & Com.	Rader Systems	Cert.	22/8/88
8.	S.K.Lugaba	Tr. & Com.	Rader Systems	Cert.	22/8/88
9.	H.N.Okeda	Tr. & Com.	Rader Systems	Cert.	22/8/88
10.	E.Olembo	Tr. & Com.	Rader Systems	Cert.	22/8/88
11.	C.O.Olang	Tr. & Com.	Rader Systems	Cert.	22/8/88
12.	M.L.O.Omondi	Tr. & Com.	Rader Systems	Cert.	22/8/88
13.	W.M.Omolo	Tr. & Com.	Factor Training	Cert.	22/8/88
14.	T.G.Wangombe	Tr. & Com.	Factor Training	Cert.	22/8/88
15.	J.M.Vitembura	Tr. & Com.	Factor Training	Cert.	22/8/88
16.	J.Nganga	Tr. & Com.	Factor Training	Cert.	22/8/88
17.	R.Narabwe	Informat.	French Lang.	Cert.	Nov.88
18.	Caleb Atieno	Informat.	French Lang.	Cert.	Nov.88
19.	T.H.Olunyenyi	Educat.	French Lang.	Cert.	Nov.88
20.	G.S.Owinyo	Tr. & Com.	Factor Training	Cert.	22/8/88
21.	F.A.Etemesi	Tr. & Com.	Factor Training	Cert.	22/8/88
22.	J.Kariuki	C. & SS	Acrobatic Training	Cert.	18/4/88
23.	Mrs.S.Mbugua	P. & N.Dev.	French Course	Cert.	28/7/88

#### BELGIUM SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	K.Yieke	Water Dev.	Installation & Main.	Cert.	11/1/88
2.	P.Musau	T. & Wlf.	Hotel In-taking	Dip.	June.88
3.	P.Gachanja	T. & Wlf.	Hotel In-taking	Dip.	June.88
4.	A.Kimonde	T. & Wlf.	Hotel In-taking	Dip.	June.88
5.	M.Maringa	T. & Wlf.	Hotel In-taking	Dip.	June.88
6.	Winny Ogona	T. & Wlf.	Hotel In-taking	Dip.	June.88
7.	M.Kiambi	T. & Wlf.	Hotel In-taking	Dip.	June.88
8.	S.N.Aggrawal	Energy	Electrical	Cert.	1988
9.	M.Protas	Pub.Wrks.	Composive material Technology	Cert.	Oct.88
10.	H.Waciira	Aud.Gen.	Manag.Tr.Seminar	Cert.	Sept.88
11.	J.M.Nymai	Aud.Gen.	Manag.Tr.Seminar	Cert.	Sept.88
12.	R.O.Majiwa	Aud.Gen.	Manag.Tr.Seminar	Cert.	Sept.88
13.	J.M.Mwongera	Water Dev.	Hydrology	Msc.	Aug.88
14.	P.K.Weru	Water Dev.	Environmental Ass- sment & Mgt.of Air, Water Polution from Indutry	Cert.	Aug.88
15.	S.P.M.Kiai	Water Dev.			

#### ITALIAN SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	O.Kajumbi	OP	Dev.Administration	Cert.	8/1/88
2.	Kiigen	OP	Dev.Administration	Cert.	8/1/88
3.	B.Menjo	Energy	Basic course in	Cert.	Nov.88

4.	Moses Lilako	Reg.Dev.	renewable energy Geophysics Soil	Cert.	Oct.88
5.	P.Kandie	Reg.Dev.	Water analysis Agr. practices & Agronomy Geophysics Soil	Cert.	Oct.88
6.	P.Mutungu	Reg.Dev.	Water analysis Agr. practices & Agronomy Geophysics Soil	Cert.	Oct.88
7.	J.Katana	Reg.Dev.	Water analysis Agr. practices & Agronomy Geophysics Soil	Cert.	Oct.88
8.	M.Kithuka	Industry	Banking	Cert.	Nov.88
9.	D.Salala	TT & AT	Local Energy Plann.	Cert.	Nov.88
10.	Gladys Kibiru	TT & AT	Local Energy Plann.	Cert.	Nov.88
11.	W.Wananga	Co-op.	Development Econ.	Dip.	Nov.88
12.	P.N.Nguku	Co-op.	Advanced course in Banking & Finance	Dip.	Oct.88
13.	L.M.Otundo	Co-op.	Advanced course in Banking & Finance	Dip.	Oct.88
14.	G.Okoye	Co-op.	Trainers of Instru- ctors	Cert.	Sept.88

#### AUSTRALIAN SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	J.Misare	Water Dev.	Magarine settle- ment project	Cert.	25/4/88
2.	A.O.Nyanjog	Agric.	Tropical pasture & Fodder crop	Cert.	1988
3.	H.Mageni	Livestk	Animal Production	Cert.	4/1/88
4.	J.Onditi	Livestk	Animal Production	Cert.	26/1/88
5.	L.Muhammad	Res.Sc. & Techn.	Agric.Economics	Phd.	17/2/88
6.	S.K.Kitheka	Res.Sc. & Techn.	Agric.Economics	Phd.	28/1/88
7.	S.N.Ngulun	Res.Sc. & Techn.	Agriculture Econ.	Phd.	28/1/88
8.	D.S.Kamemwa	Livestk	Livestock Science	Cert.	1988
9.	F.K.Kamau	Livestk	Livestock Science	Cert.	1988

#### INDIAN SCHOLARSHIPS

1.	D.G.Murage	Co-op	Industrail, Co-op. Management	Dip.	21/5/88
2.	G.G. Nduto	Co-op.Dev.	Industrail, Co-op	Dip.	21/5/88
3.	R.K.Thuku	Inf. & Br.	Journalism	Dip.	1/8/88

4.	M.A.Ombara	Inf.& Br.	Journalism	Dip.	1/8/88
5.	P.Waweru	Inf.& Br.	Journalism	Dip.	1/8/88
6.	J.Were	Inf.& Br.	Journalism	Dip.	1/8/88
7.	T.N.Gatumo	Finance	Development Banking	Cert.	8/8/88
8.	L.Dawa (Mrs)	Finance	Development Banking	Cert.	8/8/88
9.	J.G.Chege	Finance	Development Banking	Cert.	6/2/88
10.	G.P.Gicheru	Aud.Gen.	Audit of Rural Dev. programmes	Cert.	Sept.88
11.	B.A.Nganga	Aud.Gen.	Audit of Rural Dev. programmes	Cert.	Sept.88
12.	J.N.Murugi	Aud.Gen.	Audit of public works & project implementation	Cert.	Apr.88
13.	F.F.Ndirithu	Aud.Gen.	Audit of public works & project implementation	Cert.	Apr.88
14.	A.O.Ayode	Sup.Mang.	Financial Manag.	Cert.	Sept.88
15.	J.N.Ukiru	Industry	Standardization for Dev.countries	Cert.	Oct.88
16.	E.N.Oyondi	Industry	Financial Manag. Standardization for Dev.Countries	Cert.	Oct.88
17.	C.D.Ngamba	Industry	Textile Research	Cert.	Oct.88
18.	S.Siyaywa	Industry	Textile Research	Cert.	Oct.88
19.	H.Omambia	N.Assembl.	Paliamentary Internship	Cert.	Sept.88
20.	P.G.Githeru	Livestk	Goat Husbandry	Cert.	Oct.88
21.	R.M. Kafunah	Co-op.	Income generating activities for women	Cert.	Oct.88

#### ISRAEL SCHOLARSHIP

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	J.M.Ndirangu	Agric.	Planning & Dev. of Agriculture project	Cert.	11/1/88
2.	J.O.Sene	Agric.	Post Harvest physiology	Cert.	2/2/88
3.	T.Kwenjanga	Agric.	Irrigation Organiz-ation	Cert.	12/7/88
4.	J.M.Mulatya	Res.Sc. & Tech.	Agro-Forestry	Cert.	26/1/88
5.	T.Kabii	Res.Sc. & Tech.	Agro-Forstry	Cert.	26/1/88
6.	S.T.Gathara	Transport	Meteorology of Arid & Semi-arid Zones	Cert.	Dec.88
7.	W.J.Yagomba	Transport	Airline Senior Mgt. Course	Cert.	Oct.88
8.	Dr.E.Some (Mrs)	Health	Public Health	Msc.	Oct.88
9.	Dr.J.Odjiambo	Health	Public Health	Msc.	Oct.88
10.	P.Nyamiaka	Agric.	Horticultural crop	Dip.	Oct.88

11.	J.Nyamai	Agric.	production for Tropical sub-tropi- cal climate Education Admin. of Agric. School	Dip.	Oct.88
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**SOUTH KOREAN SCHOLARSHIPS**

1.	E.K.Githuku	Pub.Wrks	Construction Eng.	P.G.	13/6/88
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**THAILAND SCHOLARSHIPS**

1.	P.K.Kosgey	Livestk	Agric. Extension	Cert.	Oct.88
2.	J.W.Ngugi	Env.& NR	Social Forestry	Cert.	23/5/88
3.	W.Obungu	Home Aff.	Population Studies	Cert.	31/5/88
4.	J.Mwaka Arome	Health	Community health nursing & Prim. health care	Cert.	Nov.88

**EGYPTIAN SCHOLARSHIPS**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	M.Akasa	OP	Immigration course	Cert.	25/6/88
2.	A.N.Karingi	OP	Immigration course	Cert.	25/6/88
3.	F.M.Mbusi	OP	Immigration course	Cert.	25/6/88
4.	C.M.Dusebe	Health	Nursing	Cert.	6/11/88
5.	S.W.Waciira	Health	Nursing	Cert.	16/1/88
6.	N.Nyaga	Home Aff.	Demography	Dip.	16/1/88
7.	Mrs.S.Ciira	Health	Nursing	Cert.	Nov.88
8.	C.M.Onsembe	Health	Nursing	Cert.	Nov.88
9.	S.M.Korosso	Inform.	Programing in B/Casting	Cert.	Sept.88
10.	M.Macharia	Inform.	Radio Engineering	Cert.	Sept.88
11.	S.Oloo	Inform.	T.V.Engineering	Cert.	Sept.88

**INDONESIA SCHOLARSHIPS**

1.	P.K.Kipkemboi	Research	Ceramic Training	Cert.	Oct.88
2.	J.K.Birgen	TT & AT	Ceramic Training	Cert.	Sept.88

**SWEDISH SCHOLARSHIPS**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	S.Kangethe	Health	Medical Education	Msc.	10/8/88
2.	R.Odindo	Health	Medical Education	Msc.	10/8/88
3.	J.N.Kioko	Health	Procument of drugs	Cert.	17/8/88
4.	D.O.Mosomi	Health	Procument of drugs	Cert.	17/8/88
5.	G.S.Mbara	Agric.	Management Dev.	Cert.	30/5/88

6.	E.A.Owiti	Commerce	Inter.Manag.	Cert.	25/7/88
7.	D.Okoth	Energy	Hardware Course	Cert.	22/8/88
8.	E.Nalwanga	Energy	Software Course	Cert.	5/9/88
9.	P.M.Mwangi	Energy	Software Course	Cert.	5/9/88
10.	G.W.Ondigo	Energy	Telecommunications	Cert.	8/8/88
11.	F.G.Karuma	Energy	Telecommunications	Cert.	8/8/88
12.	W.O.Otieno	Tourism	Congress of Assist- ance of Scientific expert in tourism	Cert.	Aug.88
13.	O.N.Kibara	Tourism	Congress of Assist- ance of Scientific expert in tourism	Cert.	Aug.88
14.	M.O.Baraza	Water	Computer Science	Cert.	Sept.88
15.	B.N.Masake	Agric.	Energy Conservation in sugar plants	Cert.	Oct.88
16.	P.K.Kabuthia	Agric.	Organization & Mgt. of seed production & supply	Cert.	Nov.88
17.	D.M.Gitau	Agric.	Organization & Mgt. of seed production & supply	Cert.	Nov.88
18.	F.I.Abuga	Agric.	Organization & Mgt of seed production & supply	Cert.	Nov.88
19.	A.J.Awembo	Research	Quality control in Industry	Cert.	Aug.88
20.	F.Gachuri	Energy	Industrial Dev.	Cert.	27/8/88
21.	J.Wahome	Energy	Industrial Dev.	Cert.	27/8/88
22.	Z.Anganja	Energy	Industrial Dev.	Cert.	27/8/88
23.	D.N.Mungai	Industry	Applied Management	Cert.	25/7/88

#### NORWEGIAN SCHOLARSHIPS (NORAD)

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	Dr.N.Muturo	Health	Primary Oral H.C.	P.G	Apr.88
2.	E.B.Olouch	Agric.	Manag.of Natural Resources	Dip.	Aug.88
3.	J.B.Oisebe	Agric.	Manag.of Natural Resources	Dip.	Aug.88
4.	G.Okolla	Agric.	Manag.of Natural Resources	Dip.	Aug.88
5.	R.Obunga	Agric.	Manag.of Natural Resources	Dip.	Aug.88
6.	P.Mwangi	Tourism	Fisheries Biology	Dip.	Aug.88
7.	P.C.Kagethe	Livestk	Animal Husbandry	Dip.	Aug.88
8.	C.L.Chitere	Livest	Poultry Husbandry	Dip.	Aug.88
9.	S.Kariuki	Educat.	Manag.of Natural Resources	Dip.	Aug.88
10.	J.Gichohi	Energy	Electrical power Distribution	Dip.	Aug.88

11.	M.Namu	Energy	Petroleum Exploitat.	Dip.	Aug.88
12.	P.M.Ojwaka	Pub.Wks.	Structural Eng.	MSc.	Sept.88
13.	S.M.Osiro	Pub.Wks	Highway Eng.	MSc.	Sept.88
14.	J.M.Mureithi	Pub.Wks	Highway Eng.	MSc.	Sept.88
15.	P.M.Ndito	Pub.Wks	Highway Eng.	MSc.	Sept.88
16.	J.N.Nkadayo	Pub.Wks	Highway Eng.	MSc.	Sept.88
17.	J.O.Mageto	Pub.Wks	Highway Eng.	MSc.	Sept.88
18.	S.Gitau	Pub.Wks	Soil Mechanics	MSc.	Sept.88
19.	S.K.Ochieng	Pub.Wks	Civil Engineering	MSc.	Sept.88
20.	C.W.Ndicu	Pub.Wks	Civil Engineering	BSc.	Sept.88
21.	L.A.Ajwalah	Pub.Wks	Civil Engineering	BSc.	Sept.88
22.	P.O.Odero	Pub.Wks	Civil Engineering	BSc.	Sept.88
23.	G.N.Guandaru	Pub.Wks	Civil Engineering	BSc.	Sept.88
24.	J.W.Kimburi	Pub.Wks	Civil Engineering	BSc.	Sept.88
25.	P.Lotethiro	Health	Community Based Rehabilitation	Cert.	Oct.88
26.	M.A.O.Omulo	Water	Environmental Ecological Science	Msc.	Oct.88
27.	F.M.Mutungu	Reg.Dev.	Fish Processing Technology	Cert.	Sept.88
28.	J.W.Kabeberi	Educat.	Women's Law	Cert.	Aug.88
29.	Dr.M.M.Kagiko	Educat.	Nucleic Acid Techn.	Cert.	Sept.88
30.	C.L.Ajele	Livestk	Agriculture	MSc.	Oct.88

**DANISH SCHOLARSHIP (DANIDA)**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	E.M.Michiri	Health	Schistoiiasis	P.G.	15/9/88
2.	J.H.Kinaina	Health	Schistoiiasis	P.G.	15/9/88
3.	G.T.Muthoka	Health	Schistoiiasis	P.G.	15/9/88
4.	O.M.Makau	Health	Schistoiiasis	P.G.	15/9/88
5.	A.I.Luoba	Health	Schistoiiasis	P.G.	15/9/88
6.	F.W.Githuku	Co-op.	Accountancy	CPA.	May 88
7.	F.Wang'ongu	Co-op.	Org.& Management	Cert.	30/6/88
8.	P.Kihara	Co-op.	Co-op.Dev.Policy	Cert.	17/4/88
9.	W.W.Wangab	Co-op.	Org.& Management	Cert.	30/6/88
10.	H.Oyieke	Co-op.	Co-op.Dev.Policy	Cert.	17/4/88
11.	J.K.Njage	Co-op.	Gen.Manag.	Cert.	6/4/88
12.	D.M.Mwanzia	Co-op.	Gen.Manag.	Cert.	6/4/88
13.	Alice Mumo	Co-op.	Gen.Manag.	Cert.	6/4/88
14.	A.M.Kimaru	Co-op.	Gen.Manag.	Cert.	6/4/88
15.	K.M.Mugambi	Co-op.	Gen,Manag.	Cert.	6/4/88
16.	M.Kanyingi	TT & AT	Bakery Techn.	Dip.	Aug.88
17.	J.K.Kipyegon	Co-op.	Agriculture Manag.	Dip.	Aug.88
18.	S.Mbogo	Co-op.	Farm Input	Cert.	1988
19.	I.Wachinia	Co-op	Farm Input	Cert.	1988
20.	S.W.Mwaura	Co-op.	Farm Input	Cert.	1988
21.	Dr.Buruchara	Agric.	Seed Pathology	Cert.	1/8/88
22.	I.Mucheka	Co-op.	Farm Input	Cert.	1988
23.	E.G.Ngugi	Co-op.	Farm Input	Cert.	1988

24.	R.N.Wabuge	V.P.	Handicapped Children	Cert.	1/8/88
25.	R.N.Wabuge	Educat.	Educational Assess- ment	Cert.	9/4/88
26.	T.A.Ogutu	Educat.	Speech Science	MA	Sept.88
27.	Dr.Gachuiriri	Educat.	Feed Evaluation	Cert.	July 88

**FINNISH SCHOLARSHIPS (FINIDA)**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	E.O.Sayale	Health	Primary Health Care	Cert.	28/5/88
2.	G.W.Ranji	Commerce	Export Promotion	Cert.	1/2/88
3.	E.Kibuka	Environm.	Forestry Techns.	Cert.	21/3/88
4.	S.Ong'onge	Environm.	Forestry Techns.	Cert.	21/3/88
5.	F.K.Muthumbi	Environm.	Forestry Techns.	Cert.	21/3/88
6.	Dr.N.Mwaniki	Health	Occupational Med.	MSc.	4/7/88
7.	J.Mulu	Inform.	Journalism for Primary Health	Cert.	Jan.88
8.	C.A.D.Koech	Inform.	Journalism for Primary Health	Cert.	Jan.88
9.	N.Chomba	Energy	Diesels Genetics Engine	Cert.	28/5/88
10.	T.Muyale	Energy	Diesels Genetics Engine	Cert.	28/5/88
11.	D.M.Mungai	Energy	Hardware Course	Cert.	1988
12.	N.Mweresa	Health	AIDS Pilot Project	Cert.	Sept.88
13.	C.Akeba	Health	AIDS Pilot Project	Cert.	Sept.88
14.	D.K.Ndegwa	Health	AIDS Pilot Project	Cert.	Sept.88
15.	R.O.Anyango	Health	AIDS Pilot Project	Cert.	Sept.88
16.	K.E.Sumba	Water	Water Supply & Sanitation	Cert.	Sept.88
17.	Mwangi Njeri	Water	Water Supply & Sanitation	Cert.	Sept.88

**FEDERAL REPUBLIC OF GERMANY**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	O.Otieno	Health	Orthopaedic	Dip.	1/9/88
2.	D.Kariro	Health	Orthopaedic	Dip.	1/9/88
3.	Dr.N.N.Asiyo	Health	Orthopaedic	Dip.	1/9/88
4.	K.Mutunga	Agric.	Multi use of Farm Machinery	Cert.	7/4/88
5.	F.Mwaniki	Agric.	Farm Management	Cert.	8/3/88
6.	G.Mcooko	Environ.	Agroforestry	Cert.	8/3/88
7.	E.Mucaj (Mrs)	Livestk.	Animal Nutrition	Dip.	20/5/88
8.	M.Mbogo	Livestk.	Animal Nutrition	Dip.	20/5/88
9.	M.Kokonya	V.P.	Computer Sft.	Cert.	29/8/88
10.	C.Kabuge	V.P.	Symposium	Cert.	26/8/88

11.	F.C.Onyango	Educat.	Automotive Engin.	Cert.	1988
12.	S.G.Wainaina	Educat.	Automotive Engin.	Cert.	1988
13.	C.Oluche	Transp.	Ren.Energy	Cert.	29/8/88
14.	A.Karu	Industry	Brewing Techn.	Cert.	Oct.88
15.	J.Mungai	Industry	Brewing Techn.	Cert.	Oct.88
16.	E.N.Nyangau	Industry	Metrology	Cert.	1/1/88
17.	J.B.Oisebe	Industry	Measuring Instru.	Cert.	1/1/88
18.	J.N.Miguri	Industry	Metrology	Cert.	1/1/88
19.	W.Muthigani	Industry	Metrology	Cert.	1/1/88
20.	H.K.Kiguru	Tourism	Instructor in Hotel Industry	Cert.	Nov.88
21.	J.M.Murage	Tourism	Instructor in Hotel Industry	Cert.	Nov.88
22.	M.S.Lusambili	Tourism	Instructor in Hotel Industry	Cert.	Nov.88
23.	R.Kinyua	Tourism	Advance Management Seminar	Cert.	Aug.88
24.	B.Kimondo	Tourism	Advanced Management Seminar	Cert.	Aug.88
25.	G.Kimani	Tourism	Advanced Hotel Management Seminar	Cert.	Aug.88
26.	C.K.Muthui	Tourism	Wildlife Management	Cert.	Aug.88
27.	M.Mwangangi	Tourism	Wildlife Management	Cert.	Aug.88
28.	M.O.Ombala	Research	Radio Nucleles	Cert.	Nov.88
29.	D.O.Wanjala	Health	Hospital Engin- eering	Cert.	Nov.88
30.	G.K.Mugo	Health	Hospital Engineer- ing	Cert.	Nov.88
31.	A.A.Ali	F.Affairs	Diplomacy	Dip.	Aug.88
32.	O.O.Kiserema	F.Affairs	Diplomacy	Dip.	Aug.88
33.	S.O.Ariwi	Industry	Micro-processors course	Cert.	Aug.88
34.	D.F.Otieno	Educat.	Biology	MSc.	Oct.88
35.	Dr.E.Muia (Mrs)	Educat.	Public Health	Phd.	Aug.88
36.	Dr.Gwayi-Chore	Educat.	Public health	Phd.	Aug.88
37.	S.N.Wattima	H.Affairs	Biology	MSc.	Oct.88
38.	M.M.Kariuki	H.Affairs	Archival studies	Dip.	Aug.88
39.	M.W.Kuchio	H.Affairs	Archival studies	Dip.	Aug.88
40.	M.M.Korir	Lands	Agriculture	MSc.	Oct.88

#### SWITZERLAND SCHOLARSHIP

1.	S.N.Ndirangu	Agric.	Voc. Train & Educ.	Cert.	22/8/88
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#### YUGOSLAVIAN SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	Dr.E.S.Some	Health	Pri.Health Care	Cert.	30/5/88
2.	Dr. J.Bwonya	Health	Pri.Health Care	Cert.	30/5/88
3.	D.K.Tuitoek	Water	Irrig. of Agric.	Cert.	5/8/88

4.	J.A.Nyachieo	Water	Irrig.of Agric.	Cert.	5/8/88
5.	P.O.Mbuya	Water	Irrig.of Agric.	Cert.	5/8/88
6.	S.K.Tomno	Water	Water Res.Engin.	P.G.	20/6/88
7.	S.T.Kooke	Water	Water Res.Engin.	P.G.	20/6/88
8.	O.M.Odongo	Agric.	Maize Improvement	Cert.	15/6/88
9.	Z.K.Muthamia	Agric.	Maize Improvement	Cert.	15.6/88
10.	G.L.Kamau	Agric.	Maize Improvement	Cert.	15/6/88
11.	J.Mwangi	Tourism	Fisheries Science	Dip.	8/3/88
12.	I.O.Abiya	Tourism	Fisheries Science	Dip.	8/3.88
13.	F.Gichuru	Transp.	Road design constr. & maintenance	Cert.	Sept.88
14.	D.Maganda	Transp.	Road design constr. & maintenance	Cert.	Sept.88
15.	I.A.Cawe	Tourism	Fisheries Science	Dip.	Sept.88
16.	J.N.Mwangi	Reg.Dev.	Fisheries Science	Dip.	Aug.88
17.	L.Wanzau	Planning	Eval.of projects	Cert.	19/9/88

#### DUTCH SCHOLARSHIPS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	Odhiambo	Pub.Wrks.	Housing Planning Building	P.G.	1988
2.	E.O.Sikinyi	Agric.	Appl.Plant Breed	Cert.	1/3/88
3.	P.K.Kimani	Agric.	Animal Science	MSc.	June 88
4.	J.W.Wakho	Agric.	Tropical Animal	P.Cert.	June 88
5.	W.Pepela	Agric.	Tropical Animal	P.Cert.	June 88
6.	J.J.Ndambo	Agric.	Tropical Animal	P.Cert.	June 88
7.	E.K.Mbugua	Agric.	Tropical Animal	P.Cert.	June 88
8.	Mrs.Ongayo	Agric.	Wood Fuel Dev.	Cert.	12/6/88
9.	M/s Odoyo	Agric.	Wood Fuel Dev.	Cert.	12/6/88
10.	M.Aburi	Livestk.	Poultry Produ.	P.G.	1988
11.	J.Kiptarus	Livestk.	Dairy Husbandry	Dip.	4/3/88
12.	J.Kinoti	Livestk	Dairy Husbandry	Dip.	4/3/88
13.	P.M.Njuguna	Livestk	Dairy Husbandry	MSc.	27/1/88
14.	W.O.oyoo	Livestk	Dairy Husbandry	Dip.	27/1/88
15.	P.Kimani	Livestk	Poultry Dev.	MSc.	8/6/88
16.	P.O.Omijah	Livestk	Animal Prod.	BSc.	27/1/88
17.	B.S.Were	Lands	Photogemetry	MSC.	30/8/88
18.	B.A.Chika	Lands	Cartography	Dip.	2/2/88
19.	F.S.Mutsosto	Lands	Pro.Photogrametry	Dip.	2/2/88
20.	B.O.Nalo	Lands	Photography	Dip.	2/2/88
21.	E.J.Owino	Lands	Cartography	P.G.	June 88
22.	S.Mulei	Lands	Aerial Photograme	P.G.	June 88
23.	M.L.Nyamai	Lands	Cartography	P.G.	June 88
24.	M.B.Chweya	Lands	Cartography	P.G.	June 88
25.	M.O.Kodiko	Lands	Earth-Resource	P.G.	June 88
26.	P.Kamau	Lands	Cartography	P.G.	June 88
27.	P.O.Onge	Lands	Aerial Photograme	Cert.	2/10/88
28.	H.Nyapola	Lands	Survey	P.G.	20/9/88
29.	C.M.Irungu	Pub.Wrks.	Prod.Photometry	Cert.	Aug.88

30.	P.Mwakangatu	Tourism	Rural & Lands Ecology	Cert.	Sept.88
31.	J.O.Okungu	Water	Environmental Sc.	MSc.	Oct.88
32.	M.Njaramba	Water	Hydraulic Eng.	MSc.	Oct.88
33.	B.Cheboswony	Water	Internation course for Hydrologist	Cert.	Oct.88
34.	H.K.Inyinyi	Water	Internation course for Hydrologist	Cert.	Oct.88
35.	B.K.Tangus	Water	Water Quality Mgt.	Cert.	Oct.88
36.	M.A.Abira	Water	Water Quality Mgt.	Cert.	Oct.88
37.	C.Njiru	Water	Sanitary Engineer.	MSc.	Oct.88
38.	F.G.Muthoni	Water	Geophysics	MSc.	Sept.88
39.	A.M.Gachanja	Water	Hydrogeology	MSc.	Sept.88
40.	Oyule Ngata	Water	Hydrology	MSc.	Sept.88
41.	M.Maitama	Water	Hydrology	MSc.	Sept.88
42.	P.Oloo	Water	Hydrology	MSc.	Sept.88
43.	F.Odero	Reg.Dev.	Hydrology	MSc.	Nov.88

CANADIAN INTERNATIONAL DEVELOPMENT AGENCY(CIDA/GTF)

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	H.K.Tarus	Agric.	Agronomy	MSc.	Sept.88
2.	C.C.Cheronon	Agric.	Human Res.Dev.	BA.	Sept.88
3.	M.M.Asatsa	Agric.	Train & Educ.	BSc.	Sept.88
4.	M.W.Wanyonyi	Agric.	Bachelor of Art	BA.	Sept.88
5.	J.W.Njoba	Agric.	Engineering	BSc.	Sept.88
6.	L.M.Muthoka	Agric.	Agri.Engin.	BSc.	Sept.88
7.	A.N.murithi	Agric.	Educ. & Train.	BSc.	Sept.88
8.	J.C.Aloo	Educat.	Agroforestry	Phd.	Sept.88
9.	J.N.Mbithi	Educat.	Agroforestry	Phd.	Sept.88
10.	S.Gudu	Educat.	Gene & Plant B.	Phd.	Sept.88
11.	S.R.Chesa	Educat.	Social Change	Phd.	Sept.88
12.	M.M.Shurie	Educat.	Geophysics	MSc.	9/8/88
13.	S.K.Musimba	Educat.	Human Res.Dev.	BEd.	Sept.88
14.	N.Waiyaki	Educat.	Educa.Psychology	Phd.	Sept.88
15.	B.Odhiambo	Educat.	Environ Studies	MES.	Sept.88
16.	J.W.Simiyu	Educat.	Education	MED.	Sept.88
17.	K.J.Laichena	Educat.	Chemical Engin.	Phd.	Sept.88
18.	J.H.Ndengera	Educat.	Education	MED.	Sept.88
19.	C.Imbali	Educat.	Education	MED.	Sept.88
20.	J.M.Matiri	Educat.	Engineering	MSc.	Sept.88
21.	G.Mutwiri	Educat.	Pre.Medicine	MSc.	9/8/88
22.	A.Sang	Educat.	Education	MED.	Sept.88
23.	E.W.Tharao	Educat.	Education	MED.	9/8/88
24.	Y.W.Dogo	Educat.	Education	MSc.	9/8/88
25.	M.Ndunda	Educat.	Education	MSc.	9/8/88
26.	M.Momanyi	Educat.	Education	MSc.	9/8/88
27.	S.W.Kinyanjui	Educat.	Education	BEd.	9/8/88
28.	M.Adhiambo	Educat.	Education	BSc.	9/8/88
29.	C.K.Seren	Research	Forest Soil	MSc.	9/8/88

30.	T.M.Shumba	Research	Science	MSc.	9/8/88
31.	M.Z.Muturi	Research	Pest Management	MSc.	9/8/88
32.	B.N.Mwasi	Lands	Masters of Arts	MA.	9/8/88
33.	G.K.Rukunga	Health	Masters of Arts	BA	10/8/88
34.	J.M.Wanjaro	Water	Hydrology	MSc.	10/8/88
35.	G.K.Njue	Finance	Dev.Finance	MDE.	10/8/88
36.	P.D.Mwakio	Finance	Master of Arts	MA.	10/8/88
37.	C.W.Ndungu	Finance	Bachelor of Arts	MA.	10/8/88
38.	H.O.Oyieke	Co-op.	Economics	MA.	Sept.88
39.	M.S.Murugami	Planning	Economics	MA.	Sept.88
40.	A.O.Esmail	Livestk.	Master of Arts	MA.	Sept.88
41.	A.H.Alhaji	Livestk.	Education	BSc.	Sept.88
42.	C.Kandie	F.K.E.	Rural H.C.	BA.	Sept.88
43.	M.Nyanchama	Transport	Computer Science	MA.	Sept.88
44.	A.K.Mutwafy	Transport	Public Admin.	MA.	Sept.88
45.	C.C.Kiprotich	Transport	Coputer Science	MSc.	Sept.88
46.	D.M.Runyora	Loc.Gov.	Engineering	BSc.	Sept.88
47.	E.S.Osumo	Environ.	Engineering	MSc.	Sept.88
48.	G.W.Murugu	Culture	Human Res.Dev.	MA.	10/8/88
49.	E.Nasirombe	TT & AT	Education	BED.	Aug.88
50.	J.H.Ndengera	TT & AT	Education	BED.	Aug.88
51.	B.Odhiambo	TT & AT	Education	BED.	Aug.88
52.	C.Imboli	TT & AT	Education	BED.	Aug.88
53.	J.Simiyu	TT & AT	Education	BED.	Aug.88
54.	S.Musimba	TT & AT	Education	BED.	Aug.88
55.	I.A.Geke	TT & AT	Education	BED.	Aug.88
56.	H.H.Obwaya	Energy	Petroleum Tech.	Cert.	6/6/88
57.	J.Nchue	Energy	Rural Electri.	Cert.	6/6/88
58.	B.Obura	Energy	Chem.Engineering	Cert.	6/6/88
59.	W.K.Sambu	Energy	Hydro Ontario	Cert.	6/6/88
60.	B.Ojiambo	Energy	Petro-Canada	Cert.	6/6/88
61.	D.K.Ngeno	Energy	Petro-Ind.Dev.	Cert.	6/6/88
62.	M.Okeyo	Planning	Economics	Cert.	5/8/88
63.	D.Nalo	Planning	Economics	Cert.	5/8/88
64.	D.K.Kalende	Planning	Economics	Cert.	5/8/88
65.	L.Mutungu	Planning	Economics	Cert.	5/8/88
66.	L.A.Oruko	V.P.	Inter.Exchange	Cert.	5/8/88

**FOREIGN TRAINING FUNDED BY THE GOVERNMENT OF KENYA DURING 1988**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	M.Maalim	OP	Water Res.Eng.	Cert.	1/7/88
2.	J.R.Oduor	Commerce	Materials Manag.	Cert.	6/6/88
3.	P.M.Muema	Commerce	Materials Manag.	Cert.	6/6/88
4.	A.Mulinga	Commerce	Materials Manag.	Cert.	6/6/88
5.	W.Mungai	Commerce	Materials Manag.	Cert.	6/6/88
6.	J.K.Rono	Commerce	Materials Manag.	Cert.	6/6/88
7.	P.A.Alunga	Commerce	Materials Manag.	Cert.	6/6/88
8.	A.A.Ndegwa	Env.& NR.	Professional Dev. Seminar	Cert.	18/4/88

9.	B.M.Mwangusi	Tourism	Hotel & Tourism Teachers	Cert.	4/7/88
10.	F.N.Ndisi	Tourism	Hotel & Tourism Teachers	Cert.	4/7/88
11.	J.E.Oyawa	Tourism	Hotel & Tourism Teachers	Cert.	4/7/88
12.	P.M.Muli	Tourism	Food & Bev. Mangmt.	Cert.	4/7/88
13.	O.R.Kangethe	Tourism	Food & Bev. Mangmt.	Cert.	4/7/88
14.	S.B.Imbo	Tourism	Travel & Tourism	Bsc.	1/1/88
15.	L.Githuka	Tourism	IPACO Seminar	Cert.	6/3/88
16.	J.Gathii	Tourism	Sale Promotion	Cert.	7/3/88
17.	R.Gitau	Tourism	Sales Promotion	Cert.	7/3/88
18.	T.S.Dudaḥ	Tourism	Hospitality Mangmt.	BSc.	Apr.88
19.	N.M. Kibunja	V.P.	Anthropology	MSc.	27/8/88
20.	E.O.Ogutu	V.P.	Conservation of Dry Stones	Cert.	1/8/88
21.	S.P.Mitei	Educat.	Printing	HND	5/9/88
22.	P.K.Kariuki	Energy	Statistical Tools for Management	Cert.	28/2/88
23.	P.K.Michori	Research	Soil Science	PHD.	31/8/88
24.	F.M.Wambugu	Research	Split MOHIL/PDH	PHD.	3/3/88
25.	L.O.Okoth	Culture	Auditing Course	Cert.	1988
26.	J.H.Juma	Finance	Portfolio Mangmt.	Cert.	29/8/88
27.	P.P.Muiruri	Finance	Banking Seminar	Cert.	17/9/88
28.	N.M.Mithieru	Finance	Study Tour	Cert.	23/9/88
29.	P.K.Waitindi	Finance	46th General Ins. Session	Cert.	14/9/88
30.	G.T.Njenga	Finance	Economic crime W/shop	Cert.	13/8/88
31.	A.W.Kamuyu	Finance	Financial Mangmt.	Cert.	28/10/88
32.	C.M.Misiko	Finance	Fert.Importation	Cert.	1/8/88
33.	J.K.Karanja	Finance	Fert.Importation	Cert.	1/8/88
34.	D.B.Kimutai	Finance	Fert.Importation	Cert.	1/8/88
35.	C.Chepkwony	Finance	Computer Studies	Cert.	21/7/88
36.	J.K.Kariuki	Finance	Management	Cert.	9/9/88
37.	E.A.Jimba	Finance	Acturial Science	Dip.	3/10/88
38.	E.C.Langat	Lands	Surveying & Mapping	BSc.	21/9.88
39.	A.A.Odero	Transport	Design	MA.	Sept.88
40.	R.K.Ngotwa	Transport	Telecommunication & Inform.systems	MSc.	Oct.88
41.	J.K.Oyawa	Tourism	Hospitality Mangmt.	Cert.	Dec.88
42.	W.Nzile	Tourism	Hospitality Mangmt.	Cert.	Sept.88
43.	D.W.Mohenyi	Tourism	Hospitality Mangmt.	Cert.	Sept.88
44.	R.D.Kangethe	Tourism	Food & Bev.Mangmt.	Cert.	July 88
45.	P.M.Muli	Tourism	Food & Bev.Mangmt.	Cert.	July 88
46.	M.A.Osinya	Health	Theatre Course	Cert.	Oct.88
47.	Dr.S.W.Gathua	Health	Respiratory Med.	MSc.	Oct.88
48.	Mrs.J.M.Syanda	Health	Cardo Thoracid Nursing	Cert.	Sept.88
49.	Ruth J Siila	Health	Under Graduate		Aug.88
50.	Ayieko	Energy	Financial Mangmt. Sector	Cert.	1988

51.	R.A.Osiaka	Energy	Mangmt.Trainers Prog.	Cert.	Oct.88
52.	H.Ndiga	Energy	Protection Control	Cert.	Sept.88
53.	F.Thangwa	Energy	Project Dev.Mangmt.	Cert.	Sept.88
54.	E.O.Noah	Env.& NR.	Environmental Manag.	Cert.	Sept.88
55.	M.M.Maalim	Water	Engineering	BSc.	July 88
56.	B.Hasanali	Educat.	Advanced Educ.Stud.	Cert.	Oct.88
57.	I.K.Chepkonga	Educat.	Education	BED.	Sept.88
58.	J.L.Nkai	Educat.	Religion	MA.	Oct.88
59.	J.K.Cherutic	Educat.	Education	BED.	Sept.88
60.	L.M.Ochieng	Educat.	French Language	Dip.	Oct.88
61.	B.A.Sogomo	Educat.	Education	MED.	Oct.88
62.	C.K.Cheruiyot	Educat.	Mangmt. & Admin.	MED.	Sept.88
63.	G.F.Naholi	Educat.	Education	MA.	Sept.88
64.	C.C.Toroitich	Educat.	Education(India)	BA.	Sept.88
65.	C.M.K.Sogomo	Educat.	Education	MED.	Sept.88
66.	R.L.P Karemba	Educat.	Education	BED.	Sept.88
67.	M.V.Odhiambo	Planning	Computer Operation	Cert.	Oct.88
68.	J.Ndirangu	Finance	Harmonized System	Cert.	Oct.88
69.	Gituma	Finance	Harmonized System	Cert.	Oct.88
70.	B.A.Tabulo	Finance	Banking	MBA.	Sept.88
71.	A.W.Kaguma	Finance	Computer Operation	Cert.	Oct.88
72.	K.Akyamba	Finance	Finance & Insurance	MBA.	Oct.88
73.	Dr.H.W.Alube	Finance	Industrial Health	Dip.	Sept.88
74.	J.M.Michira	Finance	Banking	MBA.	Sept.88
75.	J.K.Kibor	Finance	Banking	MBA.	Oct.88
76.	J.M.Maturu	Lands	Photolithography	Dip.	Sept.88
77.	T.O.Apiyo	Lands	Photolithography	Dip.	Sept.88
78.	J.Madoka	Lands	Photolithography	Dip.	Sept.88
79.	W.K.Ngetich	Lands	Photolithography	Dip.	Sept.88
80.	R.M.Otima	Agric.	Agriculture	BSc.	Jan.88
81.	J.N.Kesa	Agric.	Agriculture	Phd.	Oct.88
82.	J.I.Mwangi	Livestk.	Bee-keeping	Dip.	1988
83.	E.K.Kanyua	Livestk.	Livestock Science	Cert.	1988

**UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT (USAID)**  
**SCHOLARSHIP AWARDS DURING 1988**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	S.O.Chege	OP	Narcotics Interdict.	Cert.	21/3/88
2.	M.A.Nasarai	OP	Narcotics Interdict.	Cert.	21/3/88
3.	W.Gikonyo	Health	Intergrated family planning in primary health care	Cert.	18/5/88
4.	Dr.F.N.Owino	Health	Public Health	MSc.	1/8/88
5.	Dr.D.A.Olewe	Health	Public Health	MSc.	1/8/88
6.	Dr.P.A.Mwaniki	Health	Public Health	MSc.	1/8/88
7.	Dr.J.Onyango	Health	Public Health	MSc.	1/8/88
8.	J.M.Ochieng	Health	Public Works	MSc.	1/8/88

9.	B.Mwarao	Health	Public Health	MSc.	1/8/88
10.	M.O.Wanyama	Health	Financing Health Care	Cert.	Sept.88
11.	Dr.M.O.Wanga	Health	Community Health	Cert.	9/4/88
12.	D.K.Kavumbo	Pub.Wks.	Housing Finance	P.G.	1988
13.	J.Mwangi	Livestk.	Bee-Keeping	Dip.	1/6/88
14.	L.I.A.Effyang	V.P.	Inform. Mangmt.	Cert.	9/9/88
15.	P.M.Kizito	V.P.	Inform. Mangmt.	Cert.	9/9/88
16.	M.Watani	V.P.	Inform. Mangmt.	Cert.	9/9/88
17.	W.Nyambati	V.P.	Inform. Mangmt	Cert.	9/9/88
18.	J.Wakajumah	V.P.	Micro computer in Demography	Cert.	16/8/88
19.	G.M.Kahuthia	V.P.	Popul.Commun.	Cert.	20/8/88
20.	P.P.Kallaa	V.P.	Dissermination & use of census Data	Cert.	9/10/88
21.	P.Ondieki	V.P.	Dissermination & use of census Data	Cert.	9/10/88
22.	L.W.Moka	Educat.	Social Studies	MA.	17/8/88
23.	F.M.Ndirangu	Educat.	Finance Mangmt.	Dip.	13/8/88
24.	D.Z.D'Souza	Educat.	Economic of Educat.	Phd.	1/9/88
25.	F.K.Chumbu	Educat.	USTTI Course	Cert.	14/7/88
26.	P.M.Mulli	Energy	Energy Planning & Policy Analysis	P.G.	Jan.88
27.	J.N.Ndungu	Energy	Energy Planning & Policy Analysis	P.G.	Jan.88
28.	J.M.Gichana	Planning	Dev. Economics	MA.	22/8/88
29.	I.K.Gituka	Planning	Regional Planning	MA.	1/8/88
30.	G.T.Mulama	Planning	Regional Planning	MA.	1/8/88
31.	D.K.Bwirabue	Planning	Regional Planning	MA.	1/8/88
32.	P.I.Omboto	Planning	Regional Planning	MA.	1/8/88
33.	S.S.Oywa	Planning	Regional Planning	MA.	1/8/88
34.	T.K.Odeny	Planning	Economic Policy & Planning	MA	5/9/88
35.	B.B.Manyonge	Planning	Economic Policy & Planning	MA.	5/9/88
36.	E.Wamugunda	Planning	Micro Computer Appl. In planning	MA.	25/7/88
37.	P.K.Ngumbi	Transport	Computer Software	MA.	Aug.88
38.	D.A.Boriga	Research	Serological Techniq.	Cert.	Oct.88
39.	E.K.Macharia	Research	Advanced Financial Accounting	Cert.	Oct.88
40.	Mrs.L.W.Cege	Health	Nurse Practitioner Training	Cert.	Sept.88
41.	Mrs.E.Warotho	Health	Nurse Practitioner Training	Cert.	Sept.88
42.	E.Kalya	Health	Nurse Practitioner Training	Cert.	Sept.88
43.	Mrs.S.Kaviti	Health	Nurse Practitioner Training	Cert.	Sept.88
44.	Mrs.M.Ngumbi	Health	Nurse Practitioner Training	Cert.	Sept.88
45.	Mrs.R.C.Okanga	Health	Nurse Practitioner	Cert.	Sept.88

46.	Mrs.E.Kiragu	Health	Nurse Practitioner	Cert.	Sept.88
47	E.N.Matiru	Planning	Planning,Evaluation & Management	Dip.	Oct.88
48.	S.Obiero	Planning	Planning,Evaluation & Management	Dip.	Oct.88
49.	S.J.Ochieng	Planning	Planning,Evaluation & Management	Dip.	Oct.88

**JAPANESE (JICA)**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	J.M.Ndegwa	OP	Wooden Article Eng.	Cert.	7/1/88
2.	Onchari	OP	Electronic Data Tr.	Cert.	12/1/88
3.	J.W.Wachira	Pub.Wks.	Building Engin.	Cert.	14/8/88
4.	P.P.IIari	Pub.Wks.	Construct. Eng.	Cert.	1988
5.	S.M.Ngare	Pub.Wks.	Highway Construct.	Cert.	1988
6.	B.M.Njoroge	Pub.Wks.	Bridge Engine.	Cert.	1988
7.	K.G.Chesand	Water	Water Works Eng.	Cert.	16/5/88
8.	A.S.Barasa	Agric.	Sugarcane Cult.	Cert.	23/6/88
9.	J.N.Mbae	Agric.	Animal H. Res.	Cert.	23/5/88
10.	S.M.Ngare	Pub.Wks.	Highway Constr.	Cert.	Sept.88
11.	P.P.LIovi	Pub.Wks.	Construction Engin.	Cert.	Aug.88
12.	P.M.Kimathi	Aud.Gen.	Control of Narcotic Offences	Cert.	Oct.88
13.	R.Kungu	Agric.	Entomology	Cert.	6/3/88
14.	K.Njoroge	Agric.	Food Microbiology	Cert.	5/1/88
15.	D.W.Mwangi	Commerce	Trade Promotion	Cert.	14/1/88
16.	S.F.O.Obiero	Commerce	Foreign Trade	Cert.	22/8/88
17.	C.K.Kiriinya	Env.& NR.	Civiculture Res.	Cert.	14/6/88
18.	J.K.Laigong	Env.& NR.	Social Forestry	Cert.	14/3/88
19.	D.O.Ochieng	Tourism	Fisheries Co-op.	Dip.	4/7/88
20.	S.Wamweya	Livestk.	Machine Maintenance	Cert.	12/5/88
21.	C.Chakera	V.P.	Family Plann.Admin.	Cert.	22/5/88
22.	S.K.Ndumbali	V.P.	Family Plann.Admin.	Cert.	6/5/88
23.	J.M.Komu	V.P.	Crime Prevention	Cert.	1/2/88
24.	J.Barasa	Educat.	Auto Visual Tech.	Cert.	22/6/88
25.	J.M.Kario	Educat.	Irrigat. Founda.	Cert.	4/7/88
26.	D.Shitandi	Educat.	Engineering	BSc.	6/6/88
27.	T.G.Muturi	Educat.	Agric. Studies	P.G.	8/4/88
28.	J.S.O.Kwach	Educat.	Agric. Studies	P.G.	8/4/88
29.	K.M.Ciira	Educat.	Agric. Studies	P.G.	8/4/88
30.	E.N.Ndungu	Educat.	Agric. Studies	P.G.	8/4/88
31.	P.Nduati	Educat.	Agric. Mark.	Cert.	13/6/88
32.	G.Adambo	Inform.	Television B/Cast.	Cert.	5/5/88
33.	C.S.Owuor	Inform.	Broadcasting Mangmt.	Cert.	5/5/88
34.	B.G.M.Masawe	Energy	Tr.in Rice Product.	Cert.	10/3/88
35.	E.Mabwa	Energy	Tr.in cable joint.	Cert.	1988
36.	J.K.Ceboiwo	Research	Forest Economics	Cert.	1988
37.	M.O.Mkolwe	Research	Social Forestry	Cert.	1988
38.	Mrs.M.Gichona	Research	Forestry Research	Cert.	1988

39.	Mr.Mugo	Research	Construction Machin.Cert.	1988
40.	E.K Kigeger	Research	Forest Plant.Mangmt.Cert.	Oct.88
41.	L.O.Satsaya	Research	Forest Plant.Mangmt.Cert.	Oct.88
42.	T.B.Akoto	Health	Blood Trans.Disease.Cert.	Nov.88
43.	R.N.Kuluba	Health	Specializing Nursin.Cert.	Sept.88
44.	M.W.Wangai	Health	Biological Products Cert. Techn.	Aug.88
45.	S.M.Mithia	Energy	Energy Conservation Cert.	88
46.	J.K.Macharia	Env.& NR	Forest Soils Cert.	Sept.88
47.	K.B.Kimani	Env.& NR	Forest & Forest Products Research Cert.	Aug.88
48.	E.N.Nyaga	Water	Water Polution control Cert.	Sept.88
49.	C.W.Wangia	Manp.Dev.	Employment Adm.Sem. Cert.	Sept.88
50.	Nasarina Kola	Manp.Dev.	Labour statistics seminar Cert.	Jan.88
51.	S.Mugo	TT & AT	Japanese Language Cert.	Sept.88
52.	G.G.Kungu	TT & AT	Mechatronics Cert.	Sept.88
53.	H.L.Igwo	TT & AT	Vocational Training Cert.	Aug.88
54.	F.M.Ndirangu	TT & AT	Public Health Eng. Cert.	Aug.88
55.	P.O.Okech	TT & AT	Power supply Cert.	Aug.88
56.	S.Wanjii	TT & AT	Applied Themodynam. Cert.	Aug.88
57.	J.M.Kabiru	TT & AT	Power Supply Cert.	Aug.88
58.	S.Kamau	TT & AT	Mechanical Engineer MSc.	Aug.88
59.	D.O.Konditi	TT & AT	Elictrical Engineer MSc.	July 88
60.	G.Wanjoike	TT & AT	Control Engineering MSc.	Aug.88
61.	R.A.Omusebe	Culture	Rehabilitation of Physically disabled Cert.	Sept.88
62.	R.Agwenyi	Finance	Inform.processing Cert.	Sept.88
63.	A.Kamau	Finance	Customs techniques Cert.	Sept.88
64.	J.K.Kararu	Lands	Tapography Cert.	Nov.88
65.	M.K.Gachari	Lands	Aerio Triangle Surv.Cert.	Sept.88
66.	B.K.Kigwa	Research	Forestry & Forestry Products Research Cert.	Aug.88
67.	C.Nganga	Energy	Tr.in cable joint. Cert.	1988
68.	S.S.Said	Energy	Agric. & Land Water Resource Cert.	1988
69.	T.C.Zawaddley	Transport	Seminar on Aerodrom.Cert.	18/8/88
70.	B.M.Njorobe	Transport	Bridge Engineering Cert.	18/8/88
71.	S.Saidi	Research	Bacteriology P.G.	28/2/88
72.	P.Kaiguri	Research	Virus Hepatitis P.G.	28/2/88
73.	J.M.Muli	Research	Virus Hepatitis P.G.	28/2/88
74.	P.K.Mwangi	Research	Engineering P.G.	6/3/88
75.	E.W.Wanjohi	Industry	Measures for small Industries Cert.	7/1/88
76.	C.W.Bwire	Finance	Seminar on taxation Cert.	25/8/88
77.	E.J.M.Ruiga	Finance	Information Process.Cert.	14/7/88
78.	G.Oganyo	Lands	Survey & Mapping Cert.	30/5/88
79.	G.Wainaina	Lands	Topographical mapp. Cert.	19/7/88
80.	E.K.Ibutu	Planning	Course on Dev. Cert.	4/4/88
81.	J.W.O.Otuko	Planning	Course on Dev. Cert.	4/4/88

SCHOLARSHIPS AWARDS FROM PRIVATE ORGANISATION DURING 1988

BILLY GRAHAM CENTRE AWARDS

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	Dr.J.K.Mutiso	Health	Clinical Pathology	P.G.	Aug.88

FORD FOUNDATION AWARDS

1.	B.Kingori	Re.S & T	Physiology	Cert.	19/2/88
2.	R.Wanyera	Re.S & T	Tissue Cullire	Cert.	21/1/88
3.	M.M.Mulinge	Educat.	Sociology	Phd.	Aug.88
4.	V.M.Mbati	Cul.& SS	Women in Mangmt.	Cert.	9/5/88
5.	W.Mutero	Env.&NR.	Geographic inform. System	Cert.	Sept.88

USA INFORMATION AGENCY SCHOLARSHIP

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	A.Lagura	Inf.& BC	News Agency	Cert.	4/6/88
2.	H.Macharia	Inf.& BC	News Agency	Cert.	4/6/88

INTERNATIONAL MAIZE AND WATER IMPROVEMENT CENTRE

1.	D.G.Kotile	Re.S & T	Maize Production	Cert.	1/3/88
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CHRISTOPHER BLINDEN MISSION AWARDS

1.	M.M.Watetu	Educat.	Ear Hygiene	Cert.	27/5/88
2.	J.Nyakaisu	Educat.	Ear Hygiene	Cert.	27/5/88

PRIDE ASSOCIATION AWARDS

1.	A. Obondo	Educat.	Drug Education	Cert.	9/4/88
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NORTH EASTERN MUSLIM WELFARE SOCIETY

1.	H.A.Dayit	Industry	Mnagement	BSc.	1/4/88
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THUNDER AND ASSOCIATE SCHOLARSHIPS

1.	J.K.Anampiu	Finance	Computer Science	Cert.	8/8/88
2.	J.M.Magari	Finance	Computer Science	Cert.	8/8/88
3.	I.G.Mwaniki	Finance	Computer Science	Cert.	8/8/88
4.	D.B.Kimutai	Finance	Computer Science	Cert.	8/8/88

5.	P.A.Gacheru	Finance	Computer Science	Cert.	8/8/88
6.	S.K.Kamau	Finance	Computer Science	Cert.	8/8/88
7.	K.N.Karamu	Finance	Computer Science	Cert.	8/8/88

**SCHOLARSHIPS AWARDS FROM PRIVATE ORGANISATION CONTS.**

**IITA SCHOLARSHIPS**

1.	E.Rutoh	Agric.	Soil & Plant analys.	Cert.	14/1/88
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**USA WHEAT ASSOCIATION AWARDS**

1.	D.K.Rotich	Env. & NR	Grain Storage & Hdl.	Cert.	1/6/88
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**INTERNATION OCEAN INSTITUTE**

1.	J.P.Muindi	Transport	Maritime Affairs	Cert.	Oct.88
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**WILLIAM HOLDEN FOUNDATION**

1.	Bob Oyugo	Tourism	National Parks	Cert.	Sept.88
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**INTERNATIONAL INSTITUTE OF TROPICAL AGRICULTURE**

1.	R.A.Opole	Research	Cowpeas & Saya Beans production	Cert.	Oct.88
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**INTERNATION RICE IRRIGATION INSTITUTE**

	<u>NAME</u>	<u>MIN/DEPT</u>	<u>TITLE OF COURSE</u>	<u>LEVEL</u>	<u>STARTING DATE</u>
1.	M.E.Morogo	Research	Seed Health Testing Technology	Cert.	Oct.88

**ROCKEFELLER FOUNDATION**

1.	Dr.J.R.Aluoch	Educat.	Clinical Epidemiol.	MSc.	Aug.88
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**PAN-AFRIC INSTITUTE FOR DEVELOPMENT**

1.	G.Chege	Culture	Planning Mangmt. Evaluation of Rural Dev.	Dip.	Nov.88
2.	R.Okenye	Culture	Planning Mangmt. Evaluation of Rural Dev.	Dip.	Nov.88
3.	S.N.Njega	Culture	Planning Mangmt. Evaluation of Rural Dev.	Dip.	Nov.88

SCHOLARSHIP DISTRIBUTION BY DONOR AGENCY.

British Council

Phd	25
MSc	137
MA, MBA, MEd, M.Phil, M.Pharm	45
BSc. BA. B Phil, BEd.	28
Post Graduate	18
Diploma	21
Certificate	374
	-----
Total	648
	-----

CIDA

Phd	10
MSc	42
MA, MBA, MEd. M.Phil, M.Pharm	3
BSc. BA. B Phil, B Ed.	20
Post Graduate	-
Diploma	-
Certificate	-
	-----
Total	75

AUSTRALIA

Phd	3
MSc	6
MA, MBA, MEd. M.Phil, M.Pharm	-
BSc. BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	1
	-----
Total	10

CFTC

Phd	1
MSc	3
MA, MBA, MEd, M.Phil, M.Pharm	2
BSc. BA, B.Phil, B Ed.	-
Post Graduate	1
Diploma	4
Certificate	12
	-----
Total	23

ITALY

Phd	-
MSc	1
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	2
Certificate	19
	-----
Total	22

DUTCH

Phd	-
MSc	9
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	11
Diploma	7
Certificate	21
	-----
Total	48

FEDERAL REPUBLIC OF GERMANY

Phd	2
MSc	3
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	5
Post Graduate	-
Diploma	7
Certificate	23
	-----
Total	40

BELGIUM

Phd	-
MSc	1
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	5
Diploma	6
Certificate	3
	-----
Total	15

FRENCH

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	23
	-----
Total	23

EUROPEAN ECONOMIC COMMUNITY (EEC).

Phd	-
MSc	2
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	3
	-----
Total	5

SIDA

Phd	-
MSc	2
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	4
Diploma	-
Certificate	18
	-----
Total	24

NORAD

Phd	-
MSc	14
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	1
Diploma	18
Certificate	2
	-----
Total	35

DANIDA

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	1

BSc, BA, B.Phil, B Ed.	-
Post Graduate	6
Diploma	1
Certificate	19
	-----
Total	27

FINIDA

Phd	-
MSc	5
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	3
Diploma	-
Certificate	11
	-----
Total	19

YUGOSLAVIA

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	6
Diploma	-
Certificate	13
	-----
Total	19

USSR

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	6
	-----
Total	6

ISRAEL

Phd	-
MSc	2
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-

Diploma	2
Certificate	7
	---
Total	11

EGYPTIAN

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	1
Certificate	10
	---
Total	11

JAPAN (JICA).

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	29
Diploma	-
Certificate	88
	-----
Total	117

INDIAN

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	1
Diploma	3
Certificate	29
	-----
Total	33

THAILAND

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	5
	-----
Total	5

INDONESIA

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Phil	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	4
	----
Total	4

S. KOREA

Phd	-
MSc	-
MA, MBA, MEd, M.Phil, M.Phil	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	4
Diploma	-
Certificate	4
	----
Total	8

USAID

Phd	1
MSc	6
MA, MBA, MEd, M.Phil, M.Phil	11
BSc, BA, B.Phil, B Ed.	-
Post Graduate	3
Diploma	5
Certificate	22
	----
Total	48

UN Agencies

Phd	2
MSc	6
MA, MBA, MEd, M.Phil, M.Phil	8
BSc, BA, B.Phil, B Ed.	-
Post Graduate	1
Diploma	3
Certificate	60
	----
Total	80

Other International Organizations

Phd	1
MSc	1
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	-
Post Graduate	-
Diploma	-
Certificate	10
	-----
Total	12

Private Organizations

Phd	1
MSc	1
MA, MBA, MEd, M.Phil, M.Pharm	-
BSc, BA, B.Phil, B Ed.	1
Post Graduate	1
Diploma	3
Certificate	23
	-----
Total	30

Government of Kenya

Phd	3
MSc	4
MA, MBA, MEd, M.Phil, M.Pharm	13
BSc, BA, B.Phil, B Ed	8
Post Graduate	-
Diploma	9
Certificate	46
	-----
Total	83

Of which:

Phd	49
MSc	240
MA, MBA, MEd, M.Phil, M.Pharm	70
BSc, BA, B.Phil, B Ed.	53
Post Graduate	93
Diploma	80
Certificate	856
	-----
TOTAL	1441
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## CHAPTER SIX

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### FORECAST INTO 1989

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- 6.1 During the calendar year 1989, the Government will continue to give emphasis to manpower training to meet the national development needs. The critical priority areas will continue to be in the fields of Agriculture, Education, Water, Rural Development, and towards a general improvement of productivity in both the public and private sector. Training will also be undertaken for medium priority areas such as communication, energy, environment conservation, natural resources and general management development.

### PROJECTED TRAINING REQUIREMENTS FOR 1989

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- 6.2 The total projected training requirements by area of concentration and level of training is provided in Table 6.1. Projected total requirement will be 7553 training places. Certificate programmes will constitute the highest concentration with 4945, followed by Diploma Programmes with a requirement of 829, and Masters Programmes with 788. The largest area of concentration will be in the field of General Management/Administration/Finance with a total requirement of 3773.

### TRAINING OPPORTUNITIES AVAILABLE DURING 1989.

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- 6.3 During 1989, the Government will continue to make available training opportunities in local training institutions, and outside the country through foreign funded fellowship awards.

#### Local In-Service Programmes in DPM Institutions

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The following in-service programmes will be conducted in local training institutions:

#### Kenya Institute of Administration (KIA)

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Course/Seminar/Workshop	Starting Date	Ending Date
1. Diploma in Supplies Mangt.	8/5/1989	March 1990
2. French Course	4/9/1989	July 1990
3. French Course	1/1/1989	1/12/1989
4. C.P.A. III	9/1/1989	1/12/1989
5. C.P.S. III	9/1/1989	1/12/1989

6. Advanced Public Admin. (APA)	8/5/1989	6/10/1989
7. Advanced Public Admin. (APA)	4/10/1989	3/3/1990
8. Effective Mangt. & Comm.	9/1/1989	29/1/1989
9. Computer Application to Statistical Analysis	16/1/1989	3/3/1989
10. Project Dev. & Management	16/1/1989	9/4/1989
11. Local Government Finance	30/1/1989	26/2/1989
12. Executive Dev. Programme in Public Finance	20/2/1989	23/3/1989
13. Senior Management Seminar	6/3/1989	7/4/1989
14. Financial Evaluation to Projects	28/3/1989	7/4/1989
15. Computer Application to Planning and Data Management	17/4/1989	31/5/1989
16. Solid Waste Management	5/5/1989	4/6/1989
17. Senior Financial Management for Local Government	8/5/1989	9/6/1989
18. Speech Writing and Public Speaking Seminar	5/6/1989	19/6/1989
19. Management of Public Enterprises Seminar	5/6/1989	30/6/1989
20. Senior Financial Management for Parastatals	12/6/1989	14/7/1989
21. Managing Urban Development	26/6/1989	6/8/1989
22. Senior Management Seminar	3/7/1989	4/8/1989
23. Policy Analysis Course	17/7/1989	28/7/1989
24. Project Development and Mangt.	11/9/1989	3/12/1989
25. Senior Financial Management	18/9/1989	19/10/1989
26. Effective Management Comm.	2/10/1989	22/10/1989
27. Kenya Staff College Seminar	2/10/1989	27/10/1989
28. Computer Application to Planning & Data Management	23/10/1989	1/12/1989
29. Senior Management	30/10/1989	1/12/1989

**Government Training Institute - Maseno**

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1. Social Worker Course	1/5/1989	March 1991
2. CPA II (CG)	3/1/1989	1/12/1989
3. CPS II (CG)	3/1/1989	1/12/1989
4. CPA II (Mixed)	3/1/1989	1/12/1989
5. Diploma in Supplies Management	3/1/1989	1/12/1989
6. CPA I Sec. II	1/7/1989	1/12/1989
7. CPA I (CG)	3/1/1989	30/6/1989
8. CPS I Sec. I (CG)	3/1/1989	30/6/1989
9. CPS I Sec. I (LG)	1/7/1989	31/7/1989
10. Social Development Assistants Course	3/1/1989	31/7/1989
11. Audit Assistants Course	3/1/1989	March 1989

12.	Audit Assistants Course	4/9/1989	1/12/1989
13.	Resource Management Dev. Course	1/2/1989	31/3/1989
14.	Development Communication	6/3/1989	17/3/1989
15.	Training of Trainers Course	3/4/1989	14/4/1989
16.	Public Health Nurses Course	30/4/1989	3/4/1989
17.	Introduction Course for Social Development Officers	2/5/1989	2/6/1989
18.	Supervisory Workshop	April 1989	2/6/1989
19.	Speech Writing and Public Speaking Seminar	5/6/1989	16/6/1989
20.	Social Management Development Course	5/6/1989	30/6/1989
21.	Executive Development Programme in Public Finance	3/7/1989	28/7/1989
22.	Supervisory Workshop	August 1989	
23.	Resource Management Development Course	July 1989	August 1989
24.	Induction Course for Social Development Officers	4/9/1989	29/9/1989
25.	Institutional Management Course	2/10/1989	27/10/1989
26.	Speech Writing and Public Speaking Seminar	2/10/1989	13/10/1989
27.	Middle Managers Financial Management Course	6/11/1989	29/11/1989
28.	District Focus Training	Jan/Feb/March/June.	
29.	Farmers Group and Community Support Project (IFAD)	Jan/Feb/March/ April/May/June/ July/Aug/Sept/Oct.	

**Government Training Institute - Mombasa**  
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1.	C.P.A. I Section I (CG)	January 1989	June 1989
2.	C.P.A. I Section I (LG)	January 1989	June 1989
3.	C.P.A. I Section I (Commercial)	January 1989	June 1989
4.	CPA I Section I (LG)	January 1989	June 1989
5.	Copy Typist Up-grading (LG&CG)	January 1989	June 1989
6.	DPM Clerical Trainers Course (CG)	January 1989	June 1989
7.	ACNC I & II (LG)	January 1989	December 1989
8.	CPA II (LG)	January 1989	December 1989
9.	CPA II (CG)	January 1989	December 1989
10.	CPA II (Graduates)	January 1989	December 1989
11.	CPS II (LG)	January 1989	December 1989
12.	Diploma in Supplies Part I & II	January 1989	December 1989

13. Shorthand Typist Up-grading (LG & CG)	January 1989	December 1989
14. CPA II Graduates	May/June 1989	December 1989
15. CPA I Section II (LG)	May/June 1989	December 1989
16. CPA I Section II (Commercial)	May/June 1989	December 1989
17. CPS I Section II (LG)	May/June 1989	December 1989
18. CPA I Section II (LG)	May/June 1989	December 1989
19. Certificate in Co-operative Administration	May/June 1989	December 1989
20. Supervisory Development Course (CG)	March/July/Oct.	
21. Supervisory Development Course (LG)	March/November	
22. Secretarial Management Course	July 1989	
23. Kenya Registered Community Nurse	September 1989	
24. Local Government Financial Management Workshop	2 Courses per term	
25. Rural Development Management	Jan/May/Sept/ October	
26. Women in Development	June 1989	
27. Local Authority Development Programme	Feb/July	
28. Population and Development	June/November	
29. Maternal Child Health and Family Planning	2 Courses per term	
30. Basic Co-operative Management	May 1989	June 1989
31. District Development Orientation for DDC	3 Courses per term	
32. Divisional Development Orientation for Divisional Officers	3 Courses per term	
33. Copy Typist Stage I - III	Evening Classes	
34. Short-hand Typist Stage I-III	Open Evening Classes	
35. Advanced Short-hand and Typewriting	Open Evening Classes	
36. ACNC I & II - Commercial	Evening Classes	
37. CPA I & II - Commercial	Evening Classes	
38. CPS I & II - Commercial	Evening Classes	
39. Kenya Institute of Bankers Diploma	Evening Classes	
40. Institute of Purchasing & Supplies I & II (Commercial)	Evening Classes	

## Foreign Training Programmes

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- 6.4 Foreign training programmes contribute significantly to overall manpower development effort, particularly where local facilities are not available or adequate.
- 6.5 During 1989, opportunities to train outside the country under technical assistance arrangement will continue in selected areas. The information provided below in this report however do not constitute course announcements, but the details for each programme and method of application have either been advertised in local daily newspapers, or will be communicated to Ministries through the normal channels.

1. **KENYA/CANADA GENERAL TRAINING FUND**

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**SCHOLARSHIPS FOR 1989/90.**

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Areas where scholarships will be provided are:

(a) **AGRICULTURE/VETERINARY SECTOR**

- |                    |                                     |
|--------------------|-------------------------------------|
| - Virology         | Aquaculture                         |
| - Bacteriology     | Agro-Forestry                       |
| - Epidemiology     | Silviculture                        |
| - Agronomy         | Wood Technology                     |
| - Pathology        | Wood Engineering                    |
| - Entomology       | Tree Breeding                       |
| - Seed Technology  | Soil Chemistry                      |
| - Fish Engineering | Forest Fire Fighting and Protection |

(b) **RURAL INFRASTRUCTURE SECTOR**

- Hydrology
- Geophysics
- Drilling Engineering
- Dam Design and Construction
- Co-operative Management
- Surveying and Land Mapping
- Environmental Planning
- Ecology
- Geology and Site Documentation
- Pesticides and Pest Management

(c) **ENERGY SECTOR**

- Petroleum Technology
- Geothermal Energy Exploration and Exploitation

- Chemical Engineering in Energy Resources

(d) HUMAN RESOURCES DEVELOPMENT SECTOR

- Development Economics
- Project Management
- Planning and Evaluation
- Manpower Planning and Development
- Computer Science
- Curriculum development in Technical Education
- Examination Measurement and Evaluation
- Development Finance
- Training of Trainers

(e) THE FOLLOWING STUDY AREAS WILL BE OPEN TO WOMEN ONLY

- Rural Health Care and Nutrition disciplines
- Information Sector skills training and education related to agriculture, human resources development or rural business.

Applicants for areas in (a), (b), (c) and (d) must have the following minimum qualifications:-

- (1) A degree from a recognized University with a Second Class Honours (Upper Division) or above.
- (2) Must have worked for a period of two years or more.
- (3) Must be employees of the public sector.
- (4) Must be Kenyan citizens.

Applicants for areas in (c) must have the following minimum qualifications:

- (1) Must be Kenya citizens.
- (2) Must be employees of the public sector or non-governmental organisations.
- (3) Must possess minimum entry qualifications to a first degree in Kenya.

Applications were supposed to reach the Permanent Secretary and Director of Personnel Management on or before 2nd December 1988.

KENYA/USAID TRAINING FOR DEVELOPMENT PROJECTS.

Private Sector Scholarships

- 6.6 This programme covers long-term scholarships covering an approximate period of 12 - 24 months of training in United States and suitable attachment for an average period of three months.

6.7 The programme is designed for professionals, specialists and businessmen/women engaged in commerce and industry who demonstrate potential to contribute significantly to Kenya's development. They must be Kenya citizens working in the private sector; are in possession of undergraduate degree or other equivalent professional qualification and must have worked for a minimum period of one year, unless self employed.

**British Council Technical Assistance Programmes**  
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6.8 The British Coouncil is one of the largest donors providing between 450 to 550 fellowship awards every year in the fields of Engineering, Education, Natural Resources including Agriculture, Finance and Management, Legal and Judicial Professions.

6.9 During 1989, this programme will offer opportunities in the following areas:

<u>PROJECT RELATED AREAS</u> -----	<u>ALLOCATION</u> -----
1. Education	151
2. Management and Administration	50
3. Agriculture, Livestock, Forestry, Fisheries and Wildlife	46
	----
Sub-Total	247
	----

AID-RELATED AREAS

1. Education Sector	6
2. Management & Administration	46
3. Agriculture, Livestock, Forestry Fisheries and Wildlife	21
4. Transport and Communication	46
5. Energy and Natural Resources	7
6. Public Works, Sanitation & Physical Planning	37
7. Population	10
	----
Sub-Total	173
	----

SPECIFIC NON-AID RELATED AWARDS

1. Education	2
2. Management & Administration	16

3.	Communication & Broadcasting	9
4.	Public Works & Technology	13
5.	Health	12
6.	Environment	3
7.	NGOs	2
8.	Miscellaneous	5
		-----
	Sub-Total	62
		-----

NON-AID RELATED AWARDS

1.	Education	10
2.	Technical Training and Applied Technology	5
3.	Management & Administration	15
4.	Agriculture, Livestock, Forestry, Fisheries & Wildlife	15
5.	Transport and Communications	10
6.	Health	15
7.	Library Studies & Information Sciences	5
8.	Population	2
9.	Energy	5
10.	Housing, Water Sanitation and Physical Planning	10
11.	Environmental Studies	5
12.	Social Services	10
		-----
	Sub-Total	107
		-----
	GRAND TOTAL	589
		=====

TABLE 6.1

PROJECTED TRAINING REQUIREMENTS FOR 1989.

SECTOR	LEVEL OF TRAINING									
	PhD	MAST	UNDER GRAD.	DIPL	TECH	CERT	ACNC	CPA	CPS	TOTAL
HEALTH SECTOR	4	84	2	48	70	114	-	-	-	322
ENERGY	0	6	5	15	0	11	-	-	-	37
AGRICULTURE & FORESTRY	33	168	118	43	4	694	-	-	-	1059
EDUCATION &										

TRAINING	114	93	21	27	5	229	-	-	-	489
WATER DEV.	1	11	5	21	1	3	-	-	-	42
ENGINEERING & ALLIED	5	74	57	262	169	126	-	-	-	693
TRANSPORT & COMMUNICATION	4	14	0	20	0	176	-	-	-	209
ENVIRONMENT & NATURAL RES.	5	15	4	24	0	13	-	-	-	16
URBAN & REGIONAL DEVELOPMENT	0	14	0	0	0	46	-	-	-	33
INFORMATION TECHNOLOGY	0	24	6	76	0	110	-	-	-	216
MANAGEMENT & ADMINISTRATION	3	211	9	172	0	3077	26	125	150	3773
RURAL & SOCIAL DEVELOPMENT	1	49	4	97	2	334	-	-	-	557
APPLIED SCIENCES	3	21	25	24	10	9	-	-	-	92
<hr/>										
TOTAL DEMAND	173	788	256	829	261	4945	26	125	150	7553
<hr/>										