

15th - 21st February, 2025

## Resumption of Mandatory In-service Training



*Right:* Dr. Josephine Mwanzia, Senior Director Academic Affairs, and *Left:* Officials from the Ministry and the Kenya School of Government at the meeting on resumption of mandatory in-service training. The meeting was held at the Kenya School of Government, Lower Kabete.

BY DOUGLAS MOCHAMA &  
GRACE OLUOCH

**H**.E President Dr. William Ruto, chaired the first Cabinet meeting of 2025 at State Lodge, Kakamega, on January 21, 2025, where key national development resolutions were ratified and approved for implementation.

Key among them was the endorsement of the proposed recommendations to enhance efficiency, effectiveness, and productivity in public service delivery through continuous training and capacity development.

This comes after noticeable shortfalls and skills gaps in the Public Service due to the halt of mandatory in-service training programs in 2020.

The Cabinet approved the resumption of mandatory training programs for all public officers and directed that the training be undertaken in-house under the stewardship of the Kenya School of Government. Further, in recognition of the value of continuous training and education in the Public Service, the Cabinet directed the training budget for the priority performance improvement in-service training programs to be ring-fenced from budget cuts.

### HIGHLIGHTS

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# Resumption of Mandatory In-service Training

Among the programs that have been made mandatory for uptake included the Strategic Leadership Development Program (SLDP), Senior Management Course (SMC), Supervisory Skills Development Course (SSDC), and the Public Service Induction Program. Ministries Departments and Agencies (MDAs) are expected to prepare plans for training of their officers who are due for training in the prioritized in-service courses. The projections should ensure that offices who had moved to higher grades without having undertaken the requisite training comply with the requirements within two years. In addition, the Government is keen on implementing other performance and productivity improvement programs for optimization of national developments goals.

A technical committee with representation from key institutions responsible for human capital development in the Public

Service is already in place to spearhead implementation of the in-service training programs.

The Kenya School of Government and the State Department for Public Service held an inaugural consultative meeting that discussed modalities for implementation of the mandatory in-service training programs at Lower Kabete on Tuesday, February 11, 2025.

Senior Director Academic Affairs, Dr. Josephine Mwanzia, who was holding brief for the Director General Prof. Nura Mohamed chaired the meeting, which was attended by the Director of Human Resource Development, State Department for Public Service, Mr. Stephen Kakulu accompanied by Ms. Elizabeth Loolio, Principal Human Resource Officer, at the State Department.

The meeting agreed on several activities to implement the Cabinet decision key among them being review of curricula of the four prioritized programs to

respond to emerging issues in the Public Service; identification and development of other performance and productivity improvement curricula that will re-engineer public institutions and business processes for optimum outcomes. The meeting also resolved to develop a rollout plan based on Ministries, Departments, and Agencies (MDAs) human resource development plans complete with a monitoring, evaluation, learning, and reporting framework.

Senior officers from the School who participated in the meeting included the Ag. Director, Margaret Kenyatta Institute for Gender and Social Development, Mrs. Lynette Otwor, Deputy Director Academic Affairs, Mr. Andrew Rori, and Senior Lecturer, Mr. Nathan Karanja among others.

The technical committee has scheduled follow-up meetings to ensure standards and quality in the curriculum review, development and implementation processes.



*Right:* Mr. Stephen Kakulu, Director of Human Resource Development, State Department for Public Service.  
*Left:* Mr. Andrew Rori, Deputy Director Academic Affairs, Ms. Grace Oluoch all of KSG with Ms. Elizabeth Loolio, Principal Human Resource Officer, at the State Department.

# KSG and ARLAC in Agreement



Dr. Tom Wanyama, KSG's Ag. Senior Director Finance and Administration at the MoU signing between the Kenya School of Government and Zambia's African Regional Labour Administration Centre. The MoU was signed in Lusaka Zambia at the 51st ARLAC Governing Council Meeting.

The 51st African Regional Labour Administration Centre (ARLAC) Governing Council Meeting for Ministers Responsible for Labour in Africa held from February 11- 13, 2025 in Lusaka, Zambia ended with a bang.

During the meeting a High-Level Symposium on 'Innovative approaches to tackling informality and promoting transitions towards formality to promote decent' rallied governments to enact inclusive policies and embrace innovative approaches on decent work standards.

This meeting provided an opportunity to explore areas of cooperation to addressing particularly informality, create more and better jobs, and embrace the youthful energy and the emerging opportunities in technology advancement in the wake of climate change.

A landmark Memorandum of Understanding (MoU) between the Kenya School of Government and the African Regional Labour Administration Centre (ARLAC) was reviewed and finalized. The two institutions will bank on their strength to complement each other's role

because the capabilities of KSG and that of the ARLAC are a little different but tremendously complementary.

Whereas ARLAC is an intergovernmental organization with a mandate to strengthen labour administration systems in African countries through training, research, consultancy, advisory services and publications, KSG is a national institution whose forte is in development of public service competencies through continuous training, research and policy advice.

ARLAC is part of a

# KSG and ARLAC in Agreement

network of three former ILO and UNDP regional projects on labour administration. The other two are: the Centre Régional Africain d'Administration du Travail (CRADAT) for French speaking African countries and Le Centre Arabe pour l'Administration du Travail et l'Emploi (ACLAE) for Arabic speaking African countries.

The Principal Secretary in the State Department for Labour and Skills Development, Mr. Shadrack Mwadime CBS, led the Kenyan delegation at the regional conference where KSG Ag. Senior Director Finance & Administration, Dr. Tom Wanyama, and the ARLAC Executive Director, Mr. Retselisitsoe Khetsi signed the MoU. Accompanying Dr. Wanyama from KSG was Ms.

*Alliances and partnerships produce stability when they reflect realities and interests.*

*~ Stephen Kinzer*

Betty Gachire, a senior faculty member.

The MoU will build collaboration in areas not limited to joint training and capacity building, joint publications of research articles, study visits, and creation of joint programs.

The signing ceremony was witnessed by the Vice

President of the Republic of Zambia, Mrs. T.W. Mutale Nalumango, when she officially opened the Governing Council meeting.

While appending the Signature, Mr. Khetsi, ARLAC Executive Director recognized the important role of promoting the shairing of resources, competencies, and knowledgeable better practices of professional capacity development in respective areas of cooperation.

On its part, Kenya School of Government noted that there are advantages in strengthening and consolidating mutual relationships within the African Union, New partnership for African Development, and the African Management Development Institute Network.



Delegates from the Kenya School of Government; Dr. Tom Wanyama and Ms. Betty Gachire together with delegates who attended the 51st African Regional Labour Administration Centre (ARLAC), in Lusaka.

# IGAD Leadership Academy Validation Workshop



KSG Directors; Dr. Prisca Oluoch and Dr. Rukia Atikiya were part of the team at the review of a leadership development curriculum for the IGAD Leadership Academy. Participants were drawn from the IGAD region.

BY DR. PRISCA OLUOCH

The Intergovernmental Authority on Development (IGAD) Heads of State and Governments 39th Extraordinary Summit meeting held on 5th July, 2022 in Nairobi formally endorsed the establishment of the IGAD Leadership Academy (ILA) in Kenya.

The Summit further approved that the Academy will be hosted at the Kenya School of Government, Mombasa Campus.

The Academy was established under the patronage of H.E. Uhuru Kenyatta, the forth President of the Republic of Kenya and its mandate is to build a pool of visionary and strategic leaders to enhance efforts towards peace and prosperity in the IGAD region as well as Panafricanism in young leaders from Africa.

Following the decision of the Heads of State Summit, IGAD Leadership Centre received support from the Government of Japan and the Government of Sweden to develop a foundational Leadership Development Program

for participants from the IGAD region.

During the week of February 10 - 14, 2025 a team drawn from some IGAD countries including Ethiopia, Djibouti, Uganda, Sudan and Kenya met in Mombasa to validate the curriculum. KSG was represented at the workshop by Director Linkages and Collaborations, Dr. Prisca Oluoch and Ag. Director KSG Mombasa Campus, Dr. Rukia Atikiya.

The program is proposed to be delivered through a blended approach and covers a number of critical leadership topics. It further incorporates innovative training methodologies including case studies from the continent, simulations, guest speakers, study visits, mentoring by senior officials, executive coaching and peer-to-peer learning as well as a capstone project.



Dr. Prisca Oluoch (L) and Dr. Rukia Atikiya at the validation workshop that was held at the Whitesands Hotel in Mombasa.

# Renewed Commitment at the Youth Coast Summit



Mombasa Campus Ag. Director Dr. Rukia Atikiya (3rd right) with leaders at the Youth Summit that was held at the Mombasa Campus on February 13, 2025.

BY GLENN LUMITI

On Thursday, February 13, 2025, Youth leaders from across six coastal counties gathered at Kenya School of Government in Mombasa for a groundbreaking summit.

Themed “A Generation at Risk: Confronting the Challenge of Youth Unemployment,” the summit was marked by thought-provoking discussions, innovative collaborations, and a renewed commitment to empowering young people.

Speaking at the event, Mr. Ismail Maalim Madey, the Principal Secretary of the State Department of Youth and Sports, underscored the urgency of addressing youth unemployment, describing it as one of the most significant challenges facing Kenya today.

“Unemployment remains one

of the most pressing challenges that require open and courageous discussions to turn the crisis into an opportunity for transformation,” he emphasized.

The PS was accompanied by Hon. Mwanaisa Chidzuga, Deputy Government Spokesperson, Hon. Chris Mark, Chief Executive Officer of Kenya Young Members of County Assembly (KYMCA), and Dr.

*KSG believes that investing in leadership development is key to unlocking the potential of young people. By providing platforms for engagement, mentorship, and skill development.*

~Dr. Rukia Atikiya

Rukia Atikiya, Acting Director of Kenya School of Government Mombasa Campus.

Recognizing the urgency of the situation, Government has outlined a series of initiatives aimed at bridging the gap between job seekers and opportunities. Among them is establishing 25 youth employment centers nationwide, five of which will be transformed into innovation hubs in the coastal region. These hubs—located in Voi, Mukowe, Minjela, North Kilifi, and Likoni in Mombasa—will provide training in digital skills, coding, data analytics, and digital entrepreneurship.

While delivering her welcoming remarks, Dr. Rukia Atikiya emphasized the importance of leadership training and capacity building in empowering youth to take charge of their future. She highlighted the role of the Kenya School of Government in equipping young leaders with competencies to navigate the job market and contribute to national development.

“KSG believes that investing in leadership development is key to unlocking the potential of young people. By providing platforms for engagement, mentorship, and skill development, we are shaping a generation that is not only employable but also capable of creating employment for others,” she stated.

Dr. Atikiya reiterated commitment to fostering partnerships with stakeholders in government, academia, and

# Renewed Commitment at the Youth Coast Summit

the private sector to develop solutions that directly address youth unemployment.

Speaker after speaker urged the youth to take advantage of existing government programs and remain proactive in seeking opportunities.

Hon. Chidzuga stressed the need for a unified approach to tackling unemployment, where both the government and private sector collaborate to create sustainable job opportunities.

“The government has put in place policies and programs to support youth employment, but it is upon us as leaders and the youth themselves to seize these opportunities. We must also nurture an entrepreneurial mindset among young people so that they can create their opportunities rather than waiting for jobs to come to them,” she said.

Some of the interventions presented by Government



The youth who had gathered to participate in the Youth Coast Summit 2025 whose theme was “A Generation at Risk: Confronting the Challenge of Youth Unemployment”

include the digital superhighway and broadband expanded across the country to support digital literacy and unlock new career paths. The government is also committed to key policies such as the Kenya Youth Development Bill 2019, the Youth Enterprise

and Women Enterprise Fund, and the 30% Access to Government Procurement Opportunities (AGPO) program to unleash their full potential.



Mombasa Campus choir performs during the Summit.

# Lessons from India on Governance & Development



Dr. Prisca Oluoch makes a presentation at the Special Capacity Building Programme on Leadership and National Transformation for senior civil servants of Kenya. The program was held in India in January 2025.

**BY DR. PRISCA OLUOCH AND FAITH MUSOGA**

**T**he Special Capacity Building Programme on Leadership and National Transformation for senior civil servants of Kenya was held in India in January 2025. The initiative followed a request by the Kenya School of Government (KSG) to collaborate with India's National Centre for Good Governance (NCGG) in the area of capacity development for public servants.

KSG developed a new leadership program for national leaders, the Leadership Program for National Transformation (LPNT), which was launched in 2024.

The LPNT has an international study tour component envisaged to take place in Schools of Government across the world. As such, KSG

approached the Republic of India for partnership to host the international component for the first cohort. India graciously accepted to host the first cohort dubbed "Special Capacity Building Program on Leadership and National Transformation for Senior Civil Servants of Kenya".

The training took place from January 13-18, 2025 at NCGG in New Delhi and focused on administrative reforms, digital public infrastructure, sustainable development, and leadership strategies. The Kenyan delegation comprised 29 senior officials from various government ministries and agencies, led by the Attorney General of Kenya, Ms. Dorcas Oduor.

The programme strengthened Kenya's commitment to administrative excellence and capacity building, paving the way for stronger institutional governance and development frameworks. The Government of

India through the Ministry of Foreign and Diaspora Affairs has now shared a draft MoU that is proposed for signature between NCGG and KSG.

At the training, among key topics covered were Food Security and Agricultural Reforms. The team explored India's agricultural reforms, including initiatives to enhance agricultural productivity embracing the role of technology in modernizing agriculture, a lesson that would be extremely helpful to Kenya; a country that is heavily reliant on farming.

In India, Digital Public Infrastructure has been expanded at blinding speed, allowing the country to be a world leader in digitization and financial payments showcasing technology assimilation.

Artificial Intelligence (AI) and Machine Learning (ML) in Governance illustrated development of knowledge verticals, capacity building, training programs, policies and regulatory framework with ethical considerations and challenges associated with the use of AI in government. This is beneficial for KSG that is hosting the Regional Centre for Competency Digital and AI Skilling which aims at accelerating inclusive digital transformation and revolutionizing service delivery in public service across Africa.

For the E-court System, the Indian Judiciary uses technology to make the judicial processes more efficient and speedy delivery of justice. The Kenyan team got opportunity to share the E-court system in Kenya



# Lessons from India on Governance & Development

context and the steps that have been taken in digitizing its judiciary arm of Government.

Clearly, there are many positive outcomes from the program. The Kenyan team reports that the Indian experience underscored the transformative potential of digital technologies in improving governance, enhancing service delivery, and promoting inclusive growth.

From Mission Karmayogi (Capacity Building Commission), the team learned about transforming human resource management in the Indian government. The focus is on Staff development. The initiative highlighted the crucial role of continuous learning and capacity building for government officials in the digital age.

Additionally, that the role of strong institutions is significant in driving good governance and implementing reforms.

This program provides opportunity for the School to contribute to enhanced governance capabilities in Kenya, fostering improved administrative frameworks and strengthening



Director Security Management Institute, Mr. Humphrey Mokaya (Right) at the training.

international collaboration between the two nations.

The Kenya School of Government through its directive to carry out capacity development to all, predominantly officers in the public services, articulates strategic leadership for social and economic transformation of the country and improvement of livelihoods. Through its programs and in particular the Leadership Program for National Transformation, course participants will benefit from the shaping minds to value

knowledge, respect technical expertise for strategic planning, ensure practical implementation, cultivate skills for adept task execution, and promote professional integrity, ultimately fostering public trust and institutional and governmental pride.

From KSG attendees in the program were: Dr. Prisca Oluoch, Director Linkages and Collaborations, Mr. Humphrey Mokaya, SMI Director, and Ms. Vera Obonyo, Deputy Director, E-Learning Development Institute.



Class in session in New Delhi, India.

# KSG and CorpsAfrica Partnership



KSG and CorpsAfrica have entered into a strategic partnership to enhance youth empowerment, leadership development, and sustainable transformation across Africa and beyond.

The agreement was signed by KSG Director General, Prof. Nura Mohamed, and CorpsAfrica Kenya Country Director, Dr. Patricia Mugendi, marking a significant step in formalizing collaboration on upcoming All Country Conference focusing on key initiatives including; capacity building, resource mobilization, and expertise sharing in governance and sustainable development.

The partnership sets the stage for the upcoming Youth Conference scheduled for June 16-20 expected to provide key deliverables to solidify long-term cooperation. KSG reaffirms its commitment to leveraging networks and resources to advance the transformation agenda for youth and leadership development across the region.

# KSG Baringo & Women Enterprise Fund



The Women Enterprise Fund (WEF) conducted a two-day Regional Performance Management Workshop at KSG Baringo Campus. This workshop brought together WEF credit officers from the Rift Valley region to review their performance and empower them with essential skills to enhance their daily operations.

Dr. Jane Langat, Chairperson of the WEF Advisory Board, in the company of Director Rev. Ken Maina, paid a courtesy call to KSG Baringo Campus Director at the sidelines of the event to pursue collaborations between the two entities.

Other officials from WEF during the courtesy call included Mr. Julius Cheche, Manager of Finance and Administration, Regional Coordinators from Nakuru, Eldoret, and Kapenguria,

They were received by Mr. Kennedy Bobo, Principal Accountant at KSG Baringo Campus.

## UPCOMING EVENT : SAVE THE DATE!



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**Kenya School of Government**

Empowering the Public Service

## Leadership Lesson

**Calmness is important in leadership, especially in turbulent times**

Effective leaders must remain composed and collected when faced with crises or uncertainty

*~Laurels E. EchichinwoS*

*Have your say*



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## *Word of the Week*

### **Romans 8:31**

What, then, shall we say in response to these things? If God is for us, who can be against us?

## Matuga Campus

Diploma in Public Administration No. 2/2024	30th September, 2024 to 28th February, 2025
Strategic Leadership Development Program No. 462/2025	3rd February - 11th April, 2025
Senior Management Course No. 134/2025	3rd February - 28th March, 2025
Supervisory Skills Development Course No. 23/2025	3rd - 28th February, 2025

## Lower Kabete

Strategic Leadership Development Program No. 453/2025	13th January – 21st March, 2025
Strategic Leadership Development Program No 463/2025	17th February – 28th March,2025
Strategic Leadership Development Programme No. 461/2025	3rd February – 14th March,2025
Senior Management Course Online No. 432/2025	3rd February- 28th March,2025
National Treasury meetings-GIPE	11th – 17th February, 2025
Senior Management Course No.431 /2025	3rd-28th February, 2025
Supervisory Skills Development Course No 154/2025	17th – 28th February, 2025
The National Treasury-L&D	17th – 21st February, 2025
Border Security and Control Program ION-SMI	17th-21th February,2025
Data Protection Course –eLDi	17th-21st February, 2025
Finance for Non Finance Leaders Program for the Board	17th – 21st February, 2025
Audit and Risk Oversight Program –CPF	18th – 20th February,2025
Workshop-eLDi The National Treasury	17th -28th February, 2025
E-GP- Training-eLDi The National Treasury	17th -21st February, 2025
Kenya National Highways Authority	17th- 20th February, 2025
Capacity Building Training Kenya South Sudan Liason Office	17th-21th February, 2025
Workshop Women Enterprise Fund	19th- 20th February, 2025
National Assembly of Kenya	20th- 23rd February,2025
Multi Agency Summit Public Service Governance	20th February, 2025
Adopt A Work plan The National Assembly	17th February, 2025
Youth Inclusion Forum -Oslo Centre	21st February, 2025

## Baringo Campus

Strategic Leadership Development Programme No.455/2025	13th January-21st February, 2025
Senior Management Course No. 202/2025 (Online)	20th January-14th March, 2025
Strategic Leadership Development Program No. 458/2025 (Online)	20th January-28th March, 2025
Senior Management Course No.203/2025	3rd -28th February, 2025
State Department for Youth Affairs and Creative Economy	6th- 15th February, 2025

## Embu Campus

Report Writing Course State Dept for Medical Services	17th- 21st February, 2025
Senior Management Course No. 230/2025	17th February – 11th March, 2025
Senior Management Course No. 231/2025	17th February- 11th March, 2025
Strategic Leadership Development Program No. 459/2025	17th February – 25th April, 2025
Strategic Leadership Development Program No. 453/2025	13th January - 21 February, 2025
Senior Management Course No.229/2025	27th January – 21st March, 2025
Strategic Leadership Development Program No. 459/2025	20th January – 4th April, 2025
Management Course for Office Administrators Online-State Department for Lands	27th January – 21st March, 2025
Management Skills Course-The National treasury	3rd -- 28th February, 2025
Project Planning & Management	3rd -- 28th February, 2025
Court Assistant & Process Servers Induction Workshop	17th – 21st February, 2025
Workshop	

## Mombasa Campus

Strategic Leadership Development Program No. 457/2025	17th February – 25th April, 2025
Senior Management Course No. 194/2025	17th February – 11th April, 2025
Supervisory Skills Development Course No. 59/2025	17th February – 14th March, 2025
Finance for Non-Finance Managers (KIPI)	17th- 21st February, 2025
Audit and Risk Oversight (HRB)	18th – 20th February, 2025
Customer Service Excellence for Front Line Officers	17th- 21st February, 2025
Customer Service Excellence for Senior Managers	17th – 21st February, 2025
Diploma in Public Administration	30th September 2024 - March,2025
Strategic Leadership Development Program No. 456/2025	20th January – 28th February, 2025
Strategic Leadership Development Program No. 460/2025	3rd February – 14th March, 2025
Senior Management Course No. 193/ 2025	3rd – 28th February, 2025
Management Course for Office Administrators	3rd - 28th February,2025
Supervisory Skills Development Course	10th - 21st February,2025

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